



## CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

March 23, 2016

### **S. 2450** **Administrative Leave Act of 2016**

*As ordered reported by the Senate Committee on Homeland Security  
and Governmental Affairs on February 10, 2016*

S. 2450 would create three new types of leave for agencies to use in lieu of administrative leave in specific circumstances. Two of the new types of leave—investigative leave and notice leave—would be available for removing an employee from the workplace while an agency is investigating misconduct or taking adverse action against that employee. The third new type of leave would be for weather and safety issues, when an agency determines employees cannot travel safely to or from work. S. 2450 would restrict the length of time an agency can place an employee on administrative leave, investigative leave, or notice leave and would require nearly all executive branch agencies to keep records related to the use of administrative leave and the three new types of leave.

In addition, S. 2450 would require the Office of Personnel Management (OPM) to prescribe regulations to implement the new leave categories and to report on current practices regarding administrative leave. Finally, the Government Accountability Office (GAO) would have to write a report on the bill's implementation five years after enactment.

Adding the new types of leave would not change the amounts that agencies would pay an employee. In addition, because agencies already record several different types of leave and keep records related to personnel actions, CBO expects they should be able to integrate the new categories relatively easily. On the basis of information from OPM and GAO, CBO estimates that implementing the legislation would have no significant effect on the budget.

Because S. 2450 would not affect direct spending or revenues, pay-as-you-go procedures do not apply. Enacting S. 2450 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year periods beginning in 2027.

S. 2450 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would not affect the budgets of state, local, or tribal governments.

The CBO staff contact for this estimate is Dan Ready. The estimate was approved by H. Samuel Papenfuss, Deputy Assistant Director for Budget Analysis.