CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE

November 13, 2017

H.R. 4182
Ensuring a Qualified Civil Service Act of 2017

As ordered reported by the House Committee on Oversight and Government Reform on November 2, 2017

H.R. 4182 would extend the probationary period for members of the senior executive service from one year to two years and would require a probationary period of at least two years for most members of the civil service. The bill also would increase to two years the amount of time civil servants must be employed before being afforded certain prerogatives when being disciplined, including advance notice of the following actions: suspensions, pay reductions, furloughs, or removals. In addition, agencies would be required to provide certain notifications regarding the terms of probationary periods to job postings, employees in their probationary period, and their supervisor.

Enacting the bill would not generally change the number of employees in the federal government. Furthermore, the necessary tracking and administrative procedures regarding probationary periods are already in place. Therefore, CBO estimates that implementing the legislation would have no significant budgetary effect.

Enacting H.R. 4182 would not affect direct spending or revenues; therefore pay-as-you-go procedures do not apply.

CBO estimates that, enacting H.R. 4182 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year period beginning in 2028.

H.R. 4182 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act.

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