

103<sup>D</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 4719

To direct the Office of Personnel Management to establish an interagency placement program for Federal employees affected by reductions in force, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

JULY 12, 1994

Ms. NORTON introduced the following bill; which was referred to the  
Committee on Post Office and Civil Service

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## A BILL

To direct the Office of Personnel Management to establish an interagency placement program for Federal employees affected by reductions in force, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Federal Service Prior-  
5       ity Placement Program Act of 1994”.

1 **SEC. 2. INTERAGENCY PLACEMENT PROGRAM FOR FED-**  
2 **ERAL EMPLOYEES AFFECTED BY REDUCTION**  
3 **IN FORCE ACTIONS.**

4 (a) DEFINITION.—For purposes of this section, the  
5 term “agency” means an “Executive agency” as defined  
6 under section 105 of title 5, United States Code, except  
7 that such term does not include the General Accounting  
8 Office.

9 (b) ESTABLISHMENT OF PROGRAM.—No later than  
10 180 days after the date of the enactment of this Act, the  
11 Director of the Office of Personnel Management shall es-  
12 tablish a Government-wide interagency placement pro-  
13 gram to facilitate the placement of Federal employees  
14 who—

15 (1) are scheduled to be separated from service  
16 under a reduction in force pursuant to—

17 (A) regulations prescribed under section  
18 3502 of title 5, United States Code; or

19 (B) procedures established under section  
20 3595 of title 5, United States Code; or

21 (2) are separated from service under such a re-  
22 duction in force.

23 (c) INTERAGENCY PLACEMENT PROGRAM.—The  
24 placement program established under subsection (b)  
25 shall—

1 (1) coordinate with programs established by  
2 agencies for the placement of agency employees af-  
3 fected by a reduction in force within such agency;  
4 and

5 (2) provide a system to require the offer of a  
6 position in an agency to an employee of another  
7 agency affected by a reduction in force, if—

8 (A) the position cannot be filled through  
9 the placement program of the agency in which  
10 the position is located;

11 (B) the employee to whom the offer is  
12 made is well qualified for the offered position;

13 (C)(i) the classification of the offered posi-  
14 tion is equal to the classification of the employ-  
15 ee's present or last held position; or

16 (ii) the basic rate of pay of the offered po-  
17 sition is equal to the basic rate of pay of the  
18 employee's present or last held position; and

19 (D) the position offered is within the com-  
20 muting area of—

21 (i) the residence of the employee; or

22 (ii) the employee's present or last held  
23 position.

24 (d) AGENCY PROGRAMS UNAFFECTED.—The inter-  
25 agency placement program established under subsection

1 (b) shall not affect the priority of placement of any em-  
2 ployee under the agency placement program of such em-  
3 ployee's employing agency.

4 (e) TERMINATION OF DEMONSTRATION PROGRAM.—  
5 The interagency placement program established under  
6 subsection (b) shall terminate 5 years after the date on  
7 which the Director of the Office of Personnel Management  
8 determines such program is established.

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