

106TH CONGRESS  
1ST SESSION

# H. R. 2696

To amend title 5, United States Code, to provide for more equitable policies relating to overtime pay for Federal employees and the accumulation and use of credit hours.

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## IN THE HOUSE OF REPRESENTATIVES

AUGUST 4, 1999

Mr. DAVIS of Virginia introduced the following bill; which was referred to the Committee on Government Reform

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## A BILL

To amend title 5, United States Code, to provide for more equitable policies relating to overtime pay for Federal employees and the accumulation and use of credit hours.

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. OVERTIME PAY.**

4 (a) IN GENERAL.—Section 5542(a) of title 5, United  
5 States Code, is amended—

6 (1) in paragraph (1), by striking “GS–10” and  
7 inserting “GS–12”; and

8 (2) by amending paragraph (2) to read as fol-  
9 lows:

1           “(2) For an employee whose basic pay is at a  
2           rate which exceeds the minimum rate of basic pay  
3           for GS–12 (including any applicable locality-based  
4           comparability payment under section 5304 or similar  
5           provision of law and any applicable special rate of  
6           pay under section 5305 or similar provision of law),  
7           the overtime hourly rate of pay is an amount equal  
8           to the greater of—

9                   “(A) one and one-half times the minimum  
10                  hourly rate of basic pay for GS–12 (including  
11                  any applicable locality-based comparability pay-  
12                  ment under section 5304 or similar provision of  
13                  law and any applicable special rate of pay under  
14                  section 5305 or similar provision of law); or

15                   “(B) the hourly rate of basic pay of the  
16                  employee,  
17                  and all that amount is premium pay.”.

18           (b) CONFORMING AMENDMENT.—Paragraph (4) of  
19           section 5542(a) of title 5, United States Code, is repealed.

20           (c) EFFECTIVE DATE.—The amendments made by  
21           this section shall take effect at the start of the first full  
22           pay period in the first calendar year beginning at least  
23           9 months after the date of enactment of this Act.

1 **SEC. 2. ACCUMULATION AND USE OF CREDIT HOURS BY**  
2 **MEMBERS OF THE SENIOR EXECUTIVE SERV-**  
3 **ICE ON FLEXIBLE SCHEDULES.**

4 Section 6126 of title 5, United States Code, is  
5 amended by adding at the end the following:

6 “(c) Any limitations (or other terms or conditions)  
7 governing the accumulation or use of credit hours shall  
8 apply equally to all career employees in the civil service  
9 (or, if promulgated by an agency, within such agency), in-  
10 cluding those in the Senior Executive Service or another  
11 equivalent system.”.

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