

Calendar No. 709

118TH CONGRESS
2D SESSION**S. 5312****[Report No. 118–303]**

To require agencies to create consistent organizational hierarchies, and for other purposes.

IN THE SENATE OF THE UNITED STATES

NOVEMBER 13, 2024

Mr. PETERS introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

DECEMBER 17 (legislative day, DECEMBER 16), 2024

Reported by Mr. PETERS, with an amendment

[Strike out all after the enacting clause and insert the part printed in *italic*]

A BILL

To require agencies to create consistent organizational hierarchies, 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 “Organizing and Reveal-
5 ing the Government’s Construction, Hierarchies, Appoint-

1 ments, Responsibilities, and Tasks Act” or the “ORG
2 CHART Act”.

3 **SEC. 2. AGENCY ORGANIZATION HIERARCHIES.**

4 (a) DEFINITIONS.—In this section:

5 (1) AGENCY.—The term “agency”—

6 (A) has the meaning given the term in sec-
7 tion 3330f(a) of title 5, United States Code;
8 and

9 (B) does not include the Government Ac-
10 countability Office.

11 (2) DIRECTOR.—The term “Director” means
12 the Director of the Office of Management and Budg-
13 et.

14 (b) ORGANIZATION HIERARCHY TRANSPARENCY
15 GUIDANCE.—

16 (1) IN GENERAL.—Not later than 1 year after
17 the date of enactment of this Act, the Director, in
18 consultation with the Director of the Office of Per-
19 sonnel Management and the Administrator of Gen-
20 eral Services, shall issue guidance that requires the
21 head of each agency to create, maintain, and peri-
22 odically update an organizational hierarchy for the
23 agency that includes—

24 (A) a diagram and list that documents the
25 hierarchical relationships between offices and

functions within the agency and each component of the agency led by—

(i) an individual occupying a policy and supporting position (as defined in section 3330f(a) of title 5, United States Code); and

(ii) any other relevant official, as determined by the Director;

(B) the name and title of each official who leads the agency or a component of the agency;

(C) whether any position to which subparagraph (B) applies is vacant;

(D) whether any official described in subparagraph (B) is serving in an acting capacity;

(E) with respect to each official described in subparagraph (B), a hyperlink to the relevant information for that official on the website established and maintained under section 3330f(b) of title 5, United States Code, if applicable; and

(F) a unique organizational code that identifies each listed office and function.

(2) PUBLIC POSTING OF HIERARCHIES.—The head of each agency shall include the up-to-date organizational hierarchy of the agency created pursu-

ant to the guidance issued under paragraph (1) and
the date on which that hierarchy was most recently
verified as accurate—

(A) with respect to an agency required to
submit budget justification materials described
in section 105 of title 31, United States Code,
as a part of those budget justification mate-
rials; and

(B) on the website of the agency.

(3) CONSISTENCY.—To the maximum extent
practicable, publicly available human capital data
produced by each agency shall have the same hier-
archical structure and be consistent with—

(A) the organizational hierarchy of the
agency created pursuant to the guidance issued
under paragraph (1); and

(B) other datasets identified by the Direc-
tor, in consultation with the Director of the Of-
fice of Personnel Management, in the guidance
issued under paragraph (1).

(c) GAO REVIEW AND REPORT.—

(1) IN GENERAL.—Not later than 1 year after
the issuance of guidance under subsection (b)(1), the
Comptroller General of the United States shall sub-
mit to the Committee on Homeland Security and

1 Governmental Affairs of the Senate and the Com-
 2 mittee on Oversight and Accountability of the House
 3 of Representatives an evaluation of the implementa-
 4 tion of this Act.

5 (2) CONTENTS.—The report required under
 6 subparagraph (A) shall include an evaluation of—

7 (A) the quality of the information required
 8 to be posted under this Act and whether the in-
 9 formation is complete, accurate, timely, and re-
 10 liable;

11 (B) the consistency between datasets de-
 12 scribed in subsection (b)(3)(B) and the organi-
 13 zational hierarchies created by agencies pursu-
 14 ant to the guidance issued under subsection
 15 (b)(1);

16 (C) any challenges experienced by agencies
 17 in implementing this Act; and

18 (D) any suggestions or modifications to
 19 this Act or section 3330f of title 5, United
 20 States Code, to enhance the information pro-
 21 vided by agencies pursuant to this Act, includ-
 22 ing best practices for agencies to follow.

23 **SECTION 1. SHORT TITLE.**

24 *This Act may be cited as the “Organizing and Reveal-*
 25 *ing the Government’s Construction, Hierarchies, Appoint-*

1 *ments, Responsibilities, and Tasks Act” or the “ORG*
 2 *CHART Act”.*

3 **SEC. 2. AGENCY ORGANIZATION HIERARCHIES.**

4 (a) *DEFINITIONS.—In this section:*

5 (1) *AGENCY.—The term “agency”—*

6 (A) *has the meaning given the term in sec-*
 7 *tion 3330f(a) of title 5, United States Code; and*

8 (B) *does not include the Government Ac-*
 9 *countability Office.*

10 (2) *DIRECTOR.—The term “Director” means the*
 11 *Director of the Office of Management and Budget.*

12 (b) *ORGANIZATION HIERARCHY TRANSPARENCY GUID-*
 13 *ANCE.—*

14 (1) *IN GENERAL.—Not later than 365 days after*
 15 *the date of enactment of this Act, the Director, in con-*
 16 *sultation with the Director of the Office of Personnel*
 17 *Management and the Administrator of General Serv-*
 18 *ices, shall issue guidance that requires the head of*
 19 *each agency to create, maintain, and periodically up-*
 20 *date an organizational hierarchy for the agency that*
 21 *includes—*

22 (A) *a diagram and list that documents the*
 23 *hierarchical relationships between offices and*
 24 *functions within the agency and each component*
 25 *of the agency led by—*

1 (i) *an individual occupying a policy*
 2 *and supporting position (as defined in sec-*
 3 *tion 3330f(a) of title 5, United States*
 4 *Code); and*

5 (ii) *any other relevant official, as de-*
 6 *termined by the Director;*

7 (B) *the title of each official who leads the*
 8 *agency or a component of the agency;*

9 (C) *whether any position to which subpara-*
 10 *graph (B) applies is vacant;*

11 (D) *whether any official described in sub-*
 12 *paragraph (B) is serving in an acting capacity;*

13 (E) *with respect to each official described in*
 14 *subparagraph (B), a hyperlink to the relevant*
 15 *information for that official on the website estab-*
 16 *lished and maintained under section 3330f(b) of*
 17 *title 5, United States Code, if applicable;*

18 (F) *a unique organizational code that iden-*
 19 *tifies each listed office and function; and*

20 (G) *the name of each official who leads the*
 21 *agency or a component of the agency if—*

22 (i) *the appointment of the official is*
 23 *subject to the advice and consent of the Sen-*
 24 *ate; or*

1 (ii) the official consents to the inclu-
 2 sion of the name of the official in the orga-
 3 nizational hierarchy.

4 (2) *PUBLIC POSTING OF HIERARCHIES.*—The
 5 head of each agency shall include the up-to-date orga-
 6 nizational hierarchy of the agency created pursuant
 7 to the guidance issued under paragraph (1) and the
 8 date on which that hierarchy was most recently
 9 verified as accurate—

10 (A) with respect to an agency required to
 11 submit budget justification materials described
 12 in section 105 of title 31, United States Code, as
 13 a part of those budget justification materials;
 14 and

15 (B) on the website of the agency.

16 (3) *CONSISTENCY.*—To the maximum extent
 17 practicable, publicly available human capital data
 18 produced by each agency shall have the same hier-
 19 archical structure and be consistent with—

20 (A) the organizational hierarchy of the
 21 agency created pursuant to the guidance issued
 22 under paragraph (1); and

23 (B) other datasets identified by the Direc-
 24 tor, in consultation with the Director of the Of-

1 *Office of Personnel Management, in the guidance*
 2 *issued under paragraph (1).*

3 (4) *SPECIFIC INFORMATION.—In issuing the*
 4 *guidance required under paragraph (1), the Direc-*
 5 *tor—*

6 (A) *may not require the head of an agency*
 7 *to include any contact information for an offi-*
 8 *cial described in subsection (b)(1)(B) in an orga-*
 9 *nizational hierarchy; and*

10 (B) *with respect to the location of an offi-*
 11 *cial described in subsection (b)(1)(B), may only*
 12 *require the head of an agency to include in the*
 13 *organizational hierarchy the city in which the*
 14 *position of the official is located.*

15 (c) *GAO REVIEW AND REPORT.—*

16 (1) *IN GENERAL.—Not later than 1 year after*
 17 *the issuance of guidance under subsection (b)(1), the*
 18 *Comptroller General of the United States shall submit*
 19 *to the Committee on Homeland Security and Govern-*
 20 *mental Affairs of the Senate and the Committee on*
 21 *Oversight and Accountability of the House of Rep-*
 22 *resentatives an evaluation of the implementation of*
 23 *this Act.*

24 (2) *CONTENTS.—The report required under*
 25 *paragraph (1) shall include an evaluation of—*

1 (A) the quality of the information required
2 to be posted under this Act and whether the in-
3 formation is complete, accurate, timely, and reli-
4 able;

5 (B) the consistency between datasets de-
6 scribed in subsection (b)(3)(B) and the organiza-
7 tional hierarchies created by agencies pursuant
8 to the guidance issued under subsection (b)(1);

9 (C) any challenges experienced by agencies
10 in implementing this Act; and

11 (D) any suggestions or modifications to this
12 Act or section 3330f of title 5, United States
13 Code, to enhance the information provided by
14 agencies pursuant to this Act, including best
15 practices for agencies to follow.

16 (d) *NO NEW FUNDS.*—No additional funds are author-
17 ized to be appropriated for the purpose of carrying out this
18 Act.

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