

119TH CONGRESS
1ST SESSION

H. R. 242

To require annual surveys of Federal employee managers, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 9, 2025

Mr. SESSIONS introduced the following bill; which was referred to the
Committee on Oversight and Government Reform

A BILL

To require annual surveys of Federal employee managers,
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 “Manager Attitudes and
5 Notions According to Government Employee Responses
6 Act” or the “MANAGER Act”.

7 **SEC. 2. FEDERAL EMPLOYEE MANAGER SURVEYS.**

8 (a) IN GENERAL.—Section 1128 of the National De-
9 fense Authorization Act for Fiscal Year 2004 (Public Law
10 108–136; 5 U.S.C. 7101 note) is amended—

1 (1) by redesignating subsections (b), (c), and
2 (d) as subsections (c), (d), and (e), respectively;

3 (2) by inserting after subsection (a) the fol-
4 lowing:

5 “(b) MANAGERS.—

6 “(1) IN GENERAL.—Each agency shall conduct
7 an annual survey of its managers that shall, in addi-
8 tion to the topics covered by the survey under sub-
9 section (a), include the following questions:

10 “(A) I have confidence my agency leader-
11 ship will support me if I try to discipline an em-
12 ployee.

13 “(B) I have confidence in the current sys-
14 tem to discipline employees.

15 “(C) I feel supported as a manager.

16 “(D) I have adequate training regarding
17 how to discipline employees.

18 “(E) I have adequate time to observe new
19 employees and attempt to correct deficiencies
20 before their probationary period expires.

21 “(F) I have opted not to attempt to dis-
22 cipline an employee over the past year because
23 I have no confidence in the system.

24 “(G) My input is sought regarding labor
25 negotiations that will impact my work unit.

1 “(H) I would recommend that a colleague
2 in my agency become a manager if given the
3 option to do so.

4 “(I) The inability to discipline poor per-
5 formers or otherwise bad employees hurts the
6 morale of my work unit.

7 “(J) Good employees in my work unit have
8 left because of the inability to discipline prob-
9 lematic employees.

10 “(2) RESPONSE OPTIONS.—Each survey under
11 paragraph (1) shall include an option to provide nar-
12 rative responses to each question required under
13 such paragraph, in addition to any other quan-
14 titative or qualitative response options.”;

15 (3) in subsections (c) and (d), as redesignated
16 by paragraph (1) of this subsection, by striking
17 “subsection (a)” each place it appears and inserting
18 “subsection (a) or (b)”; and

19 (4) by amending subsection (e), as so redesign-
20 ated, to read as follows:

21 “(e) DEFINITIONS.—In this section—

22 “(1) the term ‘agency’ means an Executive
23 agency (as that term is defined in section 105 of
24 title 5, United States Code); and

1 “(2) the term ‘Federal manager’ means a Fed-
2 eral employee who—

3 “(A) has obtained the grade of GS–13 of
4 the General Schedule or higher; and

5 “(B) is a supervisor or management offi-
6 cial (as those terms are defined in section 7103
7 of such title 5).”.

8 (b) REQUIREMENT TO UPDATE SURVEYS.—Not later
9 than 180 days after the date of the enactment of this Act,
10 the Office of Personnel Management shall update the reg-
11 ulations required under subsection (c) of such section
12 1128, as so redesignated, in order to implement the
13 amendments made by this Act.

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