

119TH CONGRESS
1ST SESSION

S. 2786

To expand the opportunities of recent graduates for employment in Executive agencies, and for other purposes.

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 11, 2025

Mr. KIM introduced the following bill; which was read twice and referred to the Committee on Finance

A BILL

To expand the opportunities of recent graduates for employment in Executive agencies, 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; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the
5 “Pipeline to Service Act”.

6 (b) TABLE OF CONTENTS.—The table of contents for
7 this Act is as follows:

Sec. 1. Short title; table of contents.

TITLE I—EXPANSION OF OPPORTUNITIES

Sec. 101. Expanding opportunities for Federal employment.

TITLE II—PRESIDENTIAL MANAGEMENT FELLOWS PROGRAM

Sec. 201. Short title.
 Sec. 202. Definitions.
 Sec. 203. Program establishment and administration.
 Sec. 204. Announcement, eligibility, and selection.
 Sec. 205. Appointment and extension.
 Sec. 206. Development, evaluation, promotion, and certification.
 Sec. 207. Movement between agencies.
 Sec. 208. Withdrawal and readmission.
 Sec. 209. Removal and reduction in force.
 Sec. 210. Conversion to the competitive service.
 Sec. 211. Federal Executive Boards.
 Sec. 212. Reports.

TITLE I—EXPANSION OF OPPORTUNITIES

SEC. 101. EXPANDING OPPORTUNITIES FOR EMPLOYMENT IN EXECUTIVE AGENCIES.

(a) DEFINITIONS.—In this section:

(1) APPROPRIATE COMMITTEES OF CONGRESS.—The term “appropriate committees of Congress” means—

(A) the Committee on Health, Education, Labor, and Pensions of the Senate;

(B) the Committee on Homeland Security and Governmental Affairs of the Senate;

(C) the Committee on Education and Workforce of the House of Representatives; and

(D) the Committee on Oversight and Government Reform of the House of Representatives.

(2) DIRECTOR.—The term “Director” means the Director of the Office of Personnel Management.

1 (3) EXECUTIVE AGENCY.—The term “Executive
2 agency” has the meaning given the term in section
3 105 of title 5, United States Code.

4 (4) INSTITUTION OF HIGHER EDUCATION.—The
5 term “institution of higher education” has the
6 meaning given the term in section 101 of the Higher
7 Education Act of 1965 (20 U.S.C. 1001).

8 (5) JUNIOR OR COMMUNITY COLLEGE.—The
9 term “junior or community college” has the meaning
10 given the term in section 312(f) of the Higher Edu-
11 cation Act of 1965 (20 U.S.C. 1058(f)).

12 (6) LAND-GRANT COLLEGES AND UNIVER-
13 SITIES.—The term “land-grant colleges and univer-
14 sities” has the meaning given the term in section
15 1404 of the National Agricultural Research, Exten-
16 sion, and Teaching Policy Act of 1977 (7 U.S.C.
17 3103).

18 (7) MINORITY-SERVING INSTITUTION.—The
19 term “minority-serving institution” means an insti-
20 tution described in section 371(a) of the Higher
21 Education Act of 1965 (20 U.S.C. 1067q(a)).

22 (8) PATHWAYS PROGRAM.—The term “Path-
23 ways Program” means the program established
24 under part 362 of title 5, Code of Federal Regula-
25 tions, or any successor regulations.

1 (b) OPM PROGRAM TO RECRUIT STUDENTS FOR
2 EMPLOYMENT WITH EXECUTIVE AGENCIES.—

3 (1) IN GENERAL.—Not later than 1 year after
4 the date of enactment of this Act, the Director shall
5 establish a program under which the Office of Per-
6 sonnel Management shall enter into partnerships
7 with institutions of higher education to recruit and
8 appoint students to positions in Executive agencies.

9 (2) CONTENTS.—The program established
10 under paragraph (1) shall be in such form and man-
11 ner as the Director may prescribe, but, at a min-
12 imum, shall—

13 (A) advise students on courses of study to
14 prepare for careers at Executive agencies;

15 (B) provide professional development work-
16 shops to students;

17 (C) assist students in searching for posi-
18 tions in Executive agencies on the USAJobs.gov
19 website;

20 (D) provide training to students on pre-
21 paring resumes for applying to positions in Ex-
22 ecutive agencies;

23 (E) make an effort to recruit students
24 from communities that are historically under-

1 represented in Federal employment, as deter-
2 mined by the Director; and

3 (F) provide training to students on how to
4 be competitive when applying for positions in
5 Executive agencies and the Pathways Program.

6 (3) COORDINATION.—The Director shall coordi-
7 nate with the heads of Executive agencies in car-
8 rying out the program established under paragraph
9 (1), including by engaging in cost sharing with Ex-
10 ecutive agencies and in establishing Executive agen-
11 cy-specific partnerships with appropriate institutions
12 of higher education.

13 (4) REPORT.—Not later than 1 year after the
14 date on which the Director establishes the program
15 required under paragraph (1), and annually there-
16 after, the Director shall submit to the appropriate
17 committees of Congress a report regarding the pro-
18 gram, each of which shall include, at a minimum,
19 the following for the period covered by the report:

20 (A) A description of the positions in which
21 students were placed.

22 (B) The institutions of higher education
23 from which students were recruited.

24 (C) The geographic location of positions in
25 which students were placed.

1 (5) AUTHORIZATION OF APPROPRIATIONS.—

2 (A) IN GENERAL.—There is authorized to
3 be appropriated, for each of fiscal years 2026
4 through 2030, \$15,000,000 to carry out this
5 subsection.

6 (B) REQUIREMENT.—Of the amount ap-
7 propriated to carry out this subsection for any
8 fiscal year, not less than 30 percent of that
9 amount shall be used for recruiting and ap-
10 pointing students from minority-serving institu-
11 tions, junior or community colleges, and land-
12 grant colleges and universities.

13 (c) INTERN HOURLY PAY RATE.—

14 (1) IN GENERAL.—Any individual who is an in-
15 tern in an Executive agency, including each intern in
16 a Federal internship program described in section
17 3111a of title 5, United States Code, shall be paid
18 a stipend of, at a minimum, \$15 for each hour that
19 the individual is working as such an intern.

20 (2) ADJUSTMENT.—

21 (A) IN GENERAL.—Effective January 30
22 of each year that begins after the date of enact-
23 ment of this Act, the minimum hourly rate of
24 pay under paragraph (1) shall be adjusted by
25 the percent change in the price index on Janu-

ary 1 of such year over the price index on January 1 of the preceding year.

(B) DEFINITION.—In this paragraph, the term “price index” means the Consumer Price Index (all items—United States city average) published monthly by the Bureau of Labor Statistics.

(d) OPM PUBLICATION.—

(1) IN GENERAL.—Not later than January 30, 2026, and annually thereafter, the Director shall publish, on the public website of the Office of Personnel Management, demographic information on interns in Executive agencies, individuals participating in the Pathways Program, and students participating in the program established under subsection (b).

(2) REQUIREMENTS.—Information required under paragraph (1) shall include, with respect to each individual described in that paragraph, at a minimum, and to the extent applicable, demographic information regarding the race and age of the individual, the type of position occupied by the individual, where the position occupied by the individual is located in the civil service, and the number of hours worked by the individual.

1 (3) LIMITATION.—The Director may not pub-
2 lish any information under this subsection that re-
3 veals the personally identifiable information of any
4 individual.

5 (e) CONVERSION OF INTERNS.—Any intern in an Ex-
6 ecutive agency who is not participating in the Pathways
7 Program may, subject to such regulations as the Director
8 may prescribe, be eligible for noncompetitive conversion to
9 the competitive service in the same manner, to the greatest
10 extent practicable, as Pathways Program participants
11 under section 362.107 of title 5, Code of Federal Regula-
12 tions, or any successor regulation.

13 (f) BUDGETARY EFFECTS.—The budgetary effects of
14 this title, for the purpose of complying with the Statutory
15 Pay-As-You-Go-Act of 2010, shall be determined by ref-
16 erence to the latest statement titled “Budgetary Effects
17 of PAYGO Legislation” for this Act, submitted for print-
18 ing in the Congressional Record by the Chairman of the
19 House Budget Committee, provided that such statement
20 has been submitted prior to the vote on passage.

1 **TITLE II—PRESIDENTIAL MAN-**
 2 **AGEMENT FELLOWS PRO-**
 3 **GRAM**

4 **SEC. 201. SHORT TITLE.**

5 This title may be cited as the “Training Aspiring
 6 Leaders Emerging Now To Serve Act” or the “TALENTS
 7 Act”.

8 **SEC. 202. DEFINITIONS.**

9 In this title:

10 (1) **ADVANCED DEGREE; QUALIFYING EDU-**
 11 **CATIONAL INSTITUTION.—**

12 (A) **IN GENERAL.—**The terms “advanced
 13 degree” and “qualifying educational institu-
 14 tion” have the meanings given those terms in
 15 section 362.102 of title 5, Code of Federal Reg-
 16 ulations, or any successor regulation.

17 (B) **DETERMINATION BY DIRECTOR.—**The
 18 Director may determine whether a master’s cer-
 19 tificate qualifies as an advanced degree for the
 20 purposes of the Program.

21 (2) **AGENCY.—**The term “agency”—

22 (A) has the meaning given the term “Exec-
 23 utive agency” in section 105 of title 5, United
 24 States Code; and

1 (B) includes the Government Publishing
2 Office.

3 (3) AGENCY PMF COORDINATOR.—The term
4 “agency PMF Coordinator” means an individual, at
5 the appropriate component level of an agency, who—

6 (A) coordinates the placement, develop-
7 ment, and other Program-related activities of
8 Fellows appointed in the agency; and

9 (B) satisfies the criteria described in sec-
10 tion 362.104(a)(8) of title 5, Code of Federal
11 Regulations, or any successor regulation.

12 (4) DIRECTOR.—The term “Director” means
13 the Director of the Office of Personnel Management.

14 (5) EXECUTIVE RESOURCES BOARD.—The term
15 “Executive Resources Board”—

16 (A) means an Executive Resources Board
17 described in section 317.501(a) of title 5, Code
18 of Federal Regulations, or any successor regula-
19 tion; and

20 (B) with respect to an agency that is not
21 required to have an Executive Resources Board
22 pursuant to section 317.501(a) of title 5, Code
23 of Federal Regulations, or any successor regula-
24 tion, means the senior agency official to whom
25 the head of the agency has given responsibility

1 for executive resources management and over-
2 sight.

3 (6) FEDERAL EXECUTIVE BOARD.—The term
4 “Federal Executive Board” means a Federal Execu-
5 tive Board established under section 211.

6 (7) FELLOW.—The term “Fellow” means an in-
7 dividual appointed to serve as a Fellow under the
8 Program.

9 (8) METROPOLITAN AREA.—The term “metro-
10 politan area” means a geographic zone surrounding
11 a major city, as defined and delimited from time to
12 time by the Director.

13 (9) PRINCIPAL AREA OFFICER.—

14 (A) IN GENERAL.—The term “principal
15 area officer” means, with respect to an agency,
16 the senior official of the agency who is located
17 in a metropolitan area and who has no superior
18 official within that metropolitan area other than
19 in the regional office of the agency.

20 (B) MULTIPLE BUREAUS.—If an agency
21 maintains facilities of more than 1 bureau or
22 other subdivision within a metropolitan area,
23 and the heads of those facilities are in separate
24 chains of command within the agency, the agen-
25 cy may have more than 1 principal area officer.

1 (10) PRINCIPAL REGIONAL OFFICER.—The
 2 term “principal regional officer” means, with respect
 3 to an agency, the senior official in a regional office
 4 of the agency.

5 (11) PROGRAM.—The term “Program” means
 6 the Presidential Management Fellows Program es-
 7 tablished under this title.

8 (12) SPECIAL REPRESENTATIVE.—The term
 9 “special representative” means, with respect to an
 10 agency, an official who is—

11 (A) not subject to the supervision of a
 12 principal regional officer or a principal area of-
 13 ficer; and

14 (B) specifically designated by the head of
 15 the agency to serve as the personal representa-
 16 tive of the head of the agency.

17 **SEC. 203. PROGRAM ESTABLISHMENT AND ADMINISTRA-**
 18 **TION.**

19 (a) ESTABLISHMENT.—There is established the Pres-
 20 idential Management Fellows Program, the purpose of
 21 which is to attract to the Federal service outstanding indi-
 22 viduals from a variety of academic disciplines and career
 23 paths who have a clear interest in, and commitment to,
 24 excellence in the leadership and management of public
 25 policies and programs.

1 (b) DIRECTOR RESPONSIBILITIES.—

2 (1) NUMBER OF FELLOWS.—

3 (A) IN GENERAL.—Subject to subpara-
4 graph (B), the Director shall determine the
5 number of individuals who will be finalists to be
6 appointed as Fellows during any given fiscal
7 year, which shall be based on input from the
8 Chief Human Capital Officers Council and from
9 agencies not represented on that Council.

10 (B) INCREASE IN POSITIONS DURING FIS-
11 CAL YEARS 2026 THROUGH 2031.—During each
12 of fiscal years 2026 through 2031, the Director
13 shall ensure that the number of positions for
14 Fellows under the Program during the applica-
15 ble fiscal year is equal to 200 percent of the
16 number of positions for Fellows under the Pro-
17 gram in the fiscal year preceding the fiscal year
18 in which this Act is enacted, as the Program
19 was carried out under subpart D of part 362 of
20 title 5, Code of Federal Regulations, as in effect
21 during that fiscal year.

22 (2) ESTABLISHMENT OF QUALIFICATIONS.—

23 The Director shall establish the qualification re-
24 quirements for evaluating applicants for the Pro-
25 gram.

1 (c) AGENCY PROCESSES.—

2 (1) IN GENERAL.—After the Director makes
3 the determination under subsection (b)(1)(A) with
4 respect to a fiscal year, an agency may appoint indi-
5 viduals selected by the Director as finalists to be
6 Fellows according to the short-, medium-, and long-
7 term senior leadership and related recruitment, de-
8 velopment, and succession requirements of the agen-
9 cy.

10 (2) FIELD LOCATIONS OUTSIDE OF WASH-
11 INGTON, DC.—An agency that appoints a Fellow to
12 a position in a field location outside of the Wash-
13 ington, DC metropolitan area may—

14 (A) before making the appointment, dis-
15 cuss whether the candidate would like to do a
16 developmental rotation to the headquarters of
17 the agency and, if so, make a commitment to
18 allow and fund such a rotation, to the max-
19 imum extent practicable, in accordance with
20 section 206(b); and

21 (B) promote interaction among regional
22 Fellows with the agency Federal Executive
23 Board and permit that Fellow to attend activi-
24 ties sanctioned by that Federal Executive
25 Board in that region.

1 **SEC. 204. ANNOUNCEMENT, ELIGIBILITY, AND SELECTION.**

2 (a) ANNOUNCEMENT.—The Director shall annually
3 announce the ability to apply for the Program and conduct
4 a competition for the selection of finalists, as set forth in
5 this section.

6 (b) ELIGIBILITY.—

7 (1) APPLICATION PERIOD.—To apply for par-
8 ticipation in the Program, an individual shall—

9 (A) have obtained an advanced degree
10 from a qualifying educational institution not
11 more than 2 years before the date on which the
12 Director makes the applicable announcement
13 under subsection (a); or

14 (B) if the individual is attending a grad-
15 uate or professional school (such as law school
16 or medical school), as of the date on which the
17 individual applies, expect to complete an ad-
18 vanced degree described in subparagraph (A)
19 not later than August 31 of the academic year
20 in which the competition is held.

21 (2) SERVICE AS FELLOW.—An individual may
22 not serve as a Fellow unless the individual has, not
23 more than 2 years before the date on which the indi-
24 vidual begins serving as a Fellow, completed an ad-
25 vanced degree from a qualifying educational institu-
26 tion.

1 (3) MULTIPLE APPLICATIONS.—An individual
 2 may apply to participate in the Program more than
 3 once if the individual satisfies the applicable eligi-
 4 bility criteria, except that, if an individual becomes
 5 a finalist and subsequently applies to participate in
 6 the Program during the next open announcement,
 7 the individual shall forfeit that status of the indi-
 8 vidual as a finalist.

9 (c) SELECTION.—

10 (1) IN GENERAL.—The Director shall select
 11 Fellow finalists based on the results of a rigorous
 12 structured assessment process, which shall allow the
 13 Director to grant a preference for any individual
 14 who is preference eligible, as defined in section 2108
 15 of title 5, United States Code, in accordance with
 16 the provisions of that title.

17 (2) PUBLICATION OF LIST.—The Director shall
 18 publish and provide to agencies a list of Fellow final-
 19 ists.

20 **SEC. 205. APPOINTMENT AND EXTENSION.**

21 (a) APPOINTMENTS.—

22 (1) IN GENERAL.—An agency—

23 (A) may, subject to subsection (b), make
 24 2-year appointments to the Program under
 25 Schedule D of the excepted service in accord-

1 ance with part 302 of title 5, Code of Federal
2 Regulations, or any successor regulations; and

3 (B) shall appoint a Fellow using the ex-
4 cepted service appointing authority provided
5 under section 213.3402(c) of title 5, Code of
6 Federal Regulations, or any successor regula-
7 tion.

8 (2) ELIGIBILITY PERIOD.—The Director shall
9 establish an eligibility period during which agencies
10 may appoint Fellow finalists.

11 (b) EXTENSIONS.—In accordance with criteria estab-
12 lished by an agency, the agency may extend the term of
13 a Fellow for not more than 120 days to cover a rare or
14 unusual circumstance.

15 (c) GRADE.—An agency may appoint a Fellow at the
16 GS–09, GS–11, or GS–12 level (or any equivalent under
17 a pay and classification system other than the General
18 Schedule, such as the Federal Wage System) depending
19 on the qualifications of the Fellow.

20 (d) TRIAL PERIOD.—The duration of the appoint-
21 ment of a Fellow in the excepted service shall be consid-
22 ered to be a trial period, but not a probationary period.

23 (e) WORK SCHEDULES.—

1 (1) IN GENERAL.—Subject to the other provi-
2 sions of this subsection, a Fellow shall have a full-
3 time work schedule.

4 (2) PART-TIME SCHEDULES.—

5 (A) IN GENERAL.—A Fellow may request
6 a part-time work schedule for a limited period
7 of not more than 180 days, which the agency
8 may approve if—

9 (i) the agency and the Fellow have de-
10 termined that such approval would not
11 negatively impact the ability of the Fellow
12 to meet all Program requirements by the
13 end of the appointment of the Fellow; and

14 (ii) the agency includes an approval of
15 a specific time period during which the
16 part-time work schedule applies that the
17 agency determines to be appropriate.

18 (B) UPDATING OF AGREEMENT.—The Pro-
19 gram agreement of a Fellow shall be updated
20 with the new work schedule of the Fellow upon
21 the approval of any part-time schedule under
22 subparagraph (A).

23 (C) RULE OF CONSTRUCTION.—Nothing in
24 this paragraph may be construed to entitle a

1 Fellow to the approval of a request for a part-
 2 time work schedule.

3 (f) RELATIONSHIP TO DIRECT-HIRE AUTHORITY.—
 4 Notwithstanding any provision of section 3115 or 3116
 5 of title 5, United States Code, an appointment by an agen-
 6 cy under the Program shall be considered to be an ap-
 7 pointment made using the authority provided to the agen-
 8 cy under the applicable section.

9 **SEC. 206. DEVELOPMENT, EVALUATION, PROMOTION, AND**
 10 **CERTIFICATION.**

11 (a) INDIVIDUAL DEVELOPMENT PLANS.—Not later
 12 than 90 days after the date on which the Program begins
 13 in a fiscal year, the head of each agency shall approve
 14 an Individual Development Plan (referred to in this sec-
 15 tion as an “IDP”) for each Fellow serving under an ap-
 16 pointment within the agency, which shall—

17 (1) set forth the specific developmental activi-
 18 ties that are mutually agreed upon by the Fellow
 19 and the supervisor of the Fellow; and

20 (2) be developed in consultation with—

21 (A) the supervisor of the Fellow; and

22 (B)(i) the agency PMF Coordinator; or

23 (ii) the mentor assigned to the Fellow, who
 24 shall not be required to be assigned by the
 25 agency.

1 (b) REQUIRED DEVELOPMENTAL ACTIVITIES.—

2 (1) GENERAL RESOURCES.—

3 (A) OPM RESPONSIBILITIES.—The Direc-
4 tor shall provide, for each class or cohort of
5 Fellows—

6 (i) leadership development activities
7 and general Program resources; and

8 (ii) information on available training
9 opportunities known to the Director.

10 (B) AGENCY RESPONSIBILITIES.—Each
11 agency shall provide to each class or cohort of
12 Fellows appropriate agency-specific onboarding
13 and employee orientation activities.

14 (2) AGENCY TRAINING.—

15 (A) IN GENERAL.—Each agency shall pro-
16 vide each Fellow serving under an appointment
17 within the agency not fewer than 80 hours of
18 formal interactive training per year that ad-
19 dresses the competencies outlined in the appli-
20 cable IDP.

21 (B) CERTAIN TRAINING NOT INCLUDED.—
22 Mandatory annual training, such as information
23 security and ethics training, shall not count to-
24 ward the satisfaction of the requirement under
25 subparagraph (A).

1 (3) MENTORS.—Not later than 90 days after
2 the start of an appointment of a Fellow, the applica-
3 ble agency shall assign the Fellow a mentor, who
4 shall be a managerial employee of the agency outside
5 the chain of command of the Fellow.

6 (4) ASSIGNMENTS.—An agency shall provide
7 each Fellow serving under an appointment within
8 the agency with not less than 1 rotational or devel-
9 opmental assignment with full-time management or
10 technical responsibilities that is consistent with the
11 IDP of the Fellow and the following:

12 (A) Each Fellow shall receive not less than
13 1 developmental assignment that is not shorter
14 than 120 days and not longer than 180 days,
15 which shall have management or technical re-
16 sponsibilities consistent with the IDP of the
17 Fellow.

18 (B)(i) The developmental assignment de-
19 scribed in subparagraph (A) may be within the
20 organization of the Fellow, in another compo-
21 nent of the employing agency, or in another
22 agency, as permitted by the employing agency.

23 (ii) Each assignment described in this sub-
24 paragraph shall be in a different work unit led

1 by a supervisor other than the usual supervisor
2 of the Fellow.

3 (C)(i) Each developmental assignment de-
4 scribed in subparagraph (A) shall provide a
5 challenging work experience of a caliber appro-
6 priate for a participant in the flagship leader-
7 ship development program of the Federal Gov-
8 ernment.

9 (ii) For the purposes of clause (i), an ap-
10 propriate developmental assignment may in-
11 clude a project implementing a new executive
12 order or major piece of legislation, agency reor-
13 ganization, or cross-agency collaboration on a
14 major initiative.

15 (5) SHORT-TERM ASSIGNMENTS.—In addition
16 to the assignments described in paragraph (4), a
17 Fellow may receive another short-term rotational as-
18 signment, which—

19 (A) shall be not shorter than 30 days and
20 not longer than 180 days, at the discretion of
21 the employing agency; and

22 (B) may take place within the organization
23 of the Fellow, in another component of the em-
24 ploying agency, or in another agency, as per-
25 mitted by the employing agency.

1 (6) ASSESSMENT OF SUBSEQUENT CLASSES.—

2 (A) IN GENERAL.—Upon the request of
3 the Director, the employing agency shall make
4 a Fellow available to assist in the assessment
5 process for subsequent Program classes.

6 (B) SATISFACTION OF TRAINING REQUIRE-
7 MENTS.—Any interactive training provided to a
8 Fellow in connection with assisting the Director
9 under subparagraph (A) may be counted toward
10 the training requirement under paragraph (2).

11 (c) PROMOTION.—

12 (1) IN GENERAL.—An employing agency may
13 promote any Fellow who meets the qualification re-
14 quirements for the applicable position.

15 (2) RULE OF CONSTRUCTION.—Nothing in
16 paragraph (1) may be construed to confer any enti-
17 tlement to a promotion.

18 (d) CERTIFICATE OF COMPLETION.—

19 (1) IN GENERAL.—

20 (A) ERB EVALUATION.—Not later than 45
21 days before the date on which the Program
22 ends in a fiscal year, each Executive Resources
23 Board shall evaluate each Fellow serving under
24 an appointment within the applicable agency
25 and determine whether the Executive Resources

Board can certify in writing that the Fellow met all of the requirements of the Program, including the performance and developmental expectations set forth in the performance plan and IDP of the Fellow.

(B) CONSULTATION PERMITTED.—In carrying out subparagraph (A), an Executive Resources Board may consult with the mentor of a Fellow.

(2) SUCCESSFUL COMPLETION.—

(A) NOTIFICATION.—Not later than 30 days before the date on which a Fellow completes the Program, an Executive Resources Board shall notify each Fellow serving under an appointment within the applicable agency regarding the decision of the Board with respect to certification of successful completion of the Program by the Fellow.

(B) CONVERSION ELIGIBILITY.—A Fellow who the applicable Executive Resources Board certifies as having met all of the requirements of the Program shall be eligible for conversion in accordance with section 210.

(C) FORWARDING TO OPM.—Each Executive Resources Board shall forward to the Di-

1 rector all certifications of the Board under this
2 paragraph.

3 (3) FAILURE TO CERTIFY.—

4 (A) IN GENERAL.—If an Executive Re-
5 sources Board decides not to certify a Fellow
6 under this subsection, the Fellow may request
7 reconsideration of that determination by the Di-
8 rector, if the Fellow, not later than 15 days
9 after the date on which the Board makes that
10 decision, submits the request in writing with
11 appropriate documentation and justification.

12 (B) CONTINUATION IN PROGRAM.—With
13 respect to a Fellow who has submitted a re-
14 quest for reconsideration under subparagraph
15 (A)—

16 (i) the Fellow may continue in the
17 Program pending the outcome of that re-
18 quest; and

19 (ii) the applicable agency shall con-
20 tinue to provide appropriate developmental
21 activities to the Fellow during the period
22 in which that request is pending.

23 (C) INELIGIBILITY.—A Fellow who is not
24 approved for certification under this subsection
25 and who has not submitted a timely request for

1 reconsideration under subparagraph (A), or
2 whose request for reconsideration under that
3 subparagraph (A) has been denied, shall not be
4 eligible for conversion under section 210.

5 **SEC. 207. MOVEMENT BETWEEN AGENCIES.**

6 (a) IN GENERAL.—At any time during the appoint-
7 ment of a Fellow, the Fellow may move to another agency,
8 if—

9 (1) the receiving agency meets all the require-
10 ments for participating in the Program;

11 (2) the original agency releases the appointment
12 of the Fellow to the receiving agency; and

13 (3) the new employing agency appoints the Fel-
14 low without a break in service.

15 (b) TERMS OF SERVICE.—Upon appointment by a
16 new employing agency under subsection (a)(3)—

17 (1) the Fellow shall not begin a new Program
18 period; and

19 (2) because there is no break in service, the
20 time served by the Fellow under the previous Pro-
21 gram appointment shall apply towards the comple-
22 tion of the Program with the new employing agency.

23 (c) NOTIFICATION REQUIRED.—An agency shall no-
24 tify the Director upon making an appointment described
25 in subsection (a)(3).

1 (d) REIMBURSEMENTS.—If a move under this section
 2 occurs during the first 180 days of the appointment of
 3 a Fellow, the initial employing agency may request from
 4 the new appointing agency reimbursement of $\frac{1}{4}$ of the
 5 placement fee with respect to the Fellow.

6 **SEC. 208. WITHDRAWAL AND READMISSION.**

7 (a) WITHDRAWAL.—

8 (1) IN GENERAL.—

9 (A) TREATMENT OF WITHDRAWAL.—A
 10 Fellow may withdraw from the Program at any
 11 time, which shall be treated as a resignation
 12 from the Federal service, except that any obli-
 13 gations established upon appointment, such as
 14 from accepting a recruitment incentive under
 15 part 575 of title 5, Code of Federal Regula-
 16 tions, or any successor regulations, shall still
 17 apply.

18 (B) NOTIFICATION.—An agency shall no-
 19 tify the Director when a Fellow within the
 20 agency withdraws from the Program.

21 (2) COMPETITIVE SERVICE.—

22 (A) IN GENERAL.—A Fellow who held a
 23 permanent appointment in the competitive serv-
 24 ice in an agency immediately before entering
 25 the Program, and who withdraws from the Pro-

1 gram for a reason that is not related to mis-
 2 conduct, poor performance, or suitability, may,
 3 at the discretion of the employing agency, be
 4 placed in a permanent competitive service posi-
 5 tion, as appropriate, in that agency.

6 (B) NOT SUBJECT TO APPEAL.—The de-
 7 termination of an agency under subparagraph
 8 (A) shall not be subject to appeal.

9 (b) READMISSION.—

10 (1) NO READMISSION.—If a Fellow withdraws
 11 from the Program for a reason that relates to mis-
 12 conduct, poor performance, or suitability, as deter-
 13 mined by the employing agency, the individual may
 14 not be readmitted to the Program at any time.

15 (2) PETITION.—

16 (A) IN GENERAL.—If a Fellow withdraws
 17 from the Program for a reason that is not re-
 18 lated to misconduct, poor performance, or suit-
 19 ability, the individual may petition the original
 20 employing agency for readmission and re-
 21 appointment to the Program.

22 (B) REQUIREMENTS.—A petition sub-
 23 mitted under subparagraph (A) shall be in writ-
 24 ing and include the appropriate justification for
 25 the requested readmission and reappointment,

1 and the applicable agency may approve or deny
2 the request.

3 (C) SUBMISSION TO OPM.—If, under sub-
4 paragraph (B), an agency approves a petition
5 submitted under subparagraph (A), the agency
6 shall submit that approved petition to the Di-
7 rector, which shall include the status of the ap-
8 plicable individual in the Program upon read-
9 mission and reappointment.

10 (D) OPM DISCRETION.—The Director,
11 upon receipt of an approved petition under sub-
12 paragraph (C), may overrule the decision of the
13 agency submitting that approved petition, and
14 that decision of the Director shall not be sub-
15 ject to appeal.

16 **SEC. 209. REMOVAL AND REDUCTION IN FORCE.**

17 (a) REMOVAL.—

18 (1) IN GENERAL.—An agency may remove a
19 Fellow for a reason related to misconduct, poor per-
20 formance, or suitability, upon which the agency shall
21 submit to the Director written notification of the re-
22 moval.

23 (2) END OF TERM.—

24 (A) IN GENERAL.—As a condition of em-
25 ployment, the appointment of a Fellow shall

1 end at the end of the 2-year Program period,
 2 plus any agency-approved extension of the ap-
 3 pointment of the Fellow under section 205(b),
 4 unless the Fellow is converted under section
 5 210.

6 (B) FAILURE TO CONVERT.—If an agency
 7 does not convert a Fellow at the end of the Pro-
 8 gram, as provided in section 210, or extend the
 9 appointment of the Fellow under section
 10 205(b), the appointment of the Fellow shall ex-
 11 pire on the date that is 30 days after the date
 12 on which, as applicable—

13 (i) the certification for Program com-
 14 pletion is denied under section 206(d)(3);
 15 or

16 (ii) the Director denies a request sub-
 17 mitted by an agency for an extension of
 18 the appointment.

19 (b) REDUCTION IN FORCE.—Each Fellow shall be in
 20 the excepted service group II for purposes of section
 21 351.502 of title 5, Code of Federal Regulations, or any
 22 successor regulation.

23 **SEC. 210. CONVERSION TO THE COMPETITIVE SERVICE.**

24 (a) IN GENERAL.—A Fellow shall complete the Pro-
 25 gram within the time limits established under section 205,

1 including any agency-approved extension under that sec-
 2 tion, after which the Fellow may be converted under sub-
 3 section (b).

4 (b) CONVERSION.—An agency may convert, without
 5 a break in service, a Fellow who has been successfully cer-
 6 tified under section 206(d)(2) to a term or permanent po-
 7 sition in the competitive service for which the Fellow is
 8 qualified.

9 (c) CONVERSION AT A DIFFERENT AGENCY.—A Fel-
 10 low may be converted under subsection (b) to a position
 11 at a different agency if the following conditions are satis-
 12 fied:

13 (1) The original employing agency is unable to
 14 convert the Fellow to a position in the competitive
 15 service in the organizational unit of the agency in
 16 which the Fellow has served or another component
 17 within the agency—

18 (A) including because of unforeseen budget
 19 constraints, a reorganization, the abolishment
 20 of positions, or any other appropriate reason;
 21 and

22 (B) which is not because of the failure of
 23 the Fellow to obtain a certification under sec-
 24 tion 206(d)(2) or because of the misconduct,
 25 poor performance, or suitability of the Fellow.

1 (2) The conversion shall occur before the end of
 2 the Program period, as established under section
 3 205, plus any agency-approved extension under that
 4 section.

5 (3) The position at the new agency shall have
 6 a full performance level that is equivalent to, or less
 7 than, the position to which the Fellow would have
 8 been converted at the original employing agency.

9 **SEC. 211. FEDERAL EXECUTIVE BOARDS.**

10 (a) **AUTHORITY AND STATUS.**—There are established
 11 Federal Executive Boards—

12 (1) to strengthen the management and adminis-
 13 tration of executive branch activities in selected cen-
 14 ters of field operations; and

15 (2) which are organized and function under the
 16 authority of the Director.

17 (b) **LOCATIONS.**—

18 (1) **IN GENERAL.**—Federal Executive Boards
 19 are established, or shall continue, as applicable, in
 20 the following metropolitan areas:

21 (A) Albuquerque-Santa Fe.

22 (B) Atlanta.

23 (C) Baltimore.

24 (D) Boston.

25 (E) Buffalo.

- 1 (F) Chicago.
- 2 (G) Cincinnati.
- 3 (H) Cleveland.
- 4 (I) Dallas-Fort Worth.
- 5 (J) Denver.
- 6 (K) Detroit.
- 7 (L) Honolulu.
- 8 (M) Houston.
- 9 (N) Kansas City.
- 10 (O) Los Angeles.
- 11 (P) Miami.
- 12 (Q) Minneapolis-St. Paul.
- 13 (R) New Orleans.
- 14 (S) New York.
- 15 (T) Newark.
- 16 (U) Philadelphia.
- 17 (V) Pittsburgh.
- 18 (W) Portland.
- 19 (X) St. Louis.
- 20 (Y) San Francisco.
- 21 (Z) Seattle.

22 (2) ACTION BY DIRECTOR.—The Director may
 23 dissolve, merge, or divide any of the Federal Execu-
 24 tive Boards described in paragraph (1), or establish

1 new Federal Executive Boards, as the Director de-
2 termines to be necessary, proper, or convenient.

3 (c) MEMBERSHIP.—

4 (1) PRESIDENTIAL DIRECTIVE.—The President
5 shall direct the head of each agency to arrange for
6 the leading officials of the field activities of the
7 agency to participate personally in the work of Fed-
8 eral Executive Boards.

9 (2) MEMBERS.—

10 (A) IN GENERAL.—The head of each agen-
11 cy shall designate—

12 (i) by title of office, the principal re-
13 gional officer, if any, and the principal
14 area officer, if any, who shall represent the
15 agency on each Federal Executive Board;
16 and

17 (ii) by name and title of office, the
18 special representative, if any, who shall
19 represent the head of the agency on each
20 Federal Executive Board.

21 (B) DESIGNATIONS.—A designation made
22 under subparagraph (A)—

23 (i) shall be made in writing and trans-
24 mitted to the Director;

- 1 (ii) may be transmitted through the
 2 Chair of a Federal Executive Board; and
 3 (iii) may be amended at any time by
 4 the head of the applicable agency.

5 (3) ALTERNATE MEMBERS.—

6 (A) IN GENERAL.—Each member of a
 7 Federal Executive Board may designate any al-
 8 ternate member, who shall attend meetings and
 9 otherwise serve in the absence of the member.

10 (B) STATUS.—An alternate member shall
 11 be the deputy or principal assistant to the
 12 member or another senior official of the organi-
 13 zation of the member.

14 (d) OFFICERS AND ORGANIZATION.—

15 (1) BYLAWS.—

16 (A) IN GENERAL.—Each Federal Execu-
 17 tive Board shall adopt bylaws or other rules for
 18 the internal governance of the Board, subject to
 19 the approval of the Director.

20 (B) CONTENTS.—The bylaws described in
 21 subparagraph (A), and other rules of a Federal
 22 Executive Board, may reflect the particular
 23 needs, resources, and customs of the Board, if
 24 those bylaws and rules are not inconsistent with

1 this section or the directives of the President or
2 the Director.

3 (C) CONFLICTS.—If bylaws or rules de-
4 scribed in subparagraph (B) conflict with this
5 section or the directives of the President or the
6 Director, those bylaws or rules, as applicable,
7 shall have no force or effect.

8 (2) CHAIR.—Each Federal Executive Board
9 shall have a Chair, who shall be elected by the mem-
10 bers of the Board and who shall serve for a term of
11 office of not more than 1 year.

12 (3) STAFF.—

13 (A) IN GENERAL.—As the members of a
14 Federal Executive Board determine necessary
15 and proper, those members shall designate per-
16 sonnel from the respective organizations of the
17 members to serve as the staff, or otherwise to
18 participate in, the activities of the Board.

19 (B) OTHER STAFF.—Additional personnel
20 beyond the personnel described in subparagraph
21 (A) may be engaged, by appointment, contract,
22 or otherwise, only with the approval of the Di-
23 rector.

24 (4) TERMINATION.—

1 (A) IN GENERAL.—Unless otherwise ex-
2 pressly provided by law, by directive of the
3 President or the Director, or by the bylaws of
4 the applicable Federal Executive Board, each
5 committee, subcommittee, council, and other
6 subunit of the Board, and each affiliation of the
7 Board with external organizations, shall termi-
8 nate upon expiration of the term of office of the
9 Chair of the Board.

10 (B) REESTABLISHMENT.—A committee,
11 subcommittee, council, other subunit, or affili-
12 ation of a Federal Executive Board may be re-
13 established or renewed by affirmative action of
14 the Board.

15 (5) BOARD ACTIONS.—

16 (A) IN GENERAL.—A Federal Executive
17 Board may take an action only with the ap-
18 proval of a majority of the members of the
19 Board.

20 (B) NO DELEGATION PERMITTED.—The
21 authority under subparagraph (A) may not be
22 delegated.

23 (C) CONFORMANCE WITH LAW.—Each ac-
24 tivity of a Federal Executive Board shall con-

1 form to applicable laws and reflect prudent uses
 2 of official time and funds.

3 (e) OPM LEADERSHIP.—

4 (1) ROLE OF DIRECTOR.—The Director—

5 (A) shall be responsible to the President
 6 for the organizational and programmatic activi-
 7 ties of the Federal Executive Boards;

8 (B) direct and oversee the activities of the
 9 Federal Executive Boards consistent with law
 10 and the directives of the President; and

11 (C) may consult with, and require the ad-
 12 vice of, the Chair, members, or staff of a Fed-
 13 eral Executive Board.

14 (2) ROLE OF REGIONAL REPRESENTATIVES.—

15 The Chair of each Federal Executive Board shall re-
 16 port to the Director through the regional representa-
 17 tive of the Director and the regional representative
 18 of the Director shall oversee the activities of, and pe-
 19 riodically visit and meet with, the Federal Executive
 20 Boards.

21 (3) COMMUNICATIONS.—

22 (A) IN GENERAL.—The Director shall
 23 maintain channels of communication—

24 (i) from the Director through the re-
 25 gional representatives of the Director to

1 the Chairs of the Federal Executive
2 Boards; and

3 (ii) between and among the Federal
4 Executive Boards through the Director
5 and the regional representatives of the Di-
6 rector.

7 (B) USE OF CHANNELS.—Any agency may
8 use the channels described in subparagraph (A)
9 to communicate with the Director and with the
10 Federal Executive Boards.

11 (C) COMMUNICATIONS BY CHAIRS.—The
12 Chair of a Federal Executive Board may com-
13 municate with the Director on recommendations
14 for action at the national level, on significant
15 management problems that cannot be addressed
16 at the local level, and on other matters of inter-
17 est to the executive branch.

18 (4) REPORTS.—

19 (A) IN GENERAL.—Each Federal Execu-
20 tive Board shall transmit to the Director, over
21 the signature of the Chair of the Board, an an-
22 nual work plan and an annual report to the Di-
23 rector on the significant programs and activities
24 of the Board in each fiscal year, which shall—

1 (i) with respect to each such work
 2 plan—

3 (I) set forth the proposed general
 4 agenda for the succeeding fiscal year;

5 (II) be submitted on or before
 6 July 1; and

7 (III) be subject to the approval
 8 of the Director; and

9 (ii) with respect to each such annual
 10 report—

11 (I) describe and evaluate the ac-
 12 tivities of the preceding fiscal year;
 13 and

14 (II) be submitted on or before
 15 January 1.

16 (B) OTHER REPORTS.—In addition to the
 17 requirements under subparagraph (A), members
 18 of each Federal Executive Board shall keep the
 19 headquarters of the respective agency informed
 20 of the activities of the Board by timely reports
 21 through appropriate agency channels.

22 (5) CONFERENCES.—The Director may convene
 23 regional and national conferences of the Chairs and
 24 other representatives of Federal Executive Boards.

25 (f) AUTHORIZED ACTIVITIES.—

1 (1) IN GENERAL.—Each Federal Executive
2 Board shall—

3 (A) serve as an instrument of outreach for
4 the national headquarters of the executive
5 branch to executive branch activities in the ap-
6 plicable metropolitan area;

7 (B) consider common management and
8 program problems and develop cooperative
9 agreements that will promote the general objec-
10 tives of the Federal Government and of the sev-
11 eral agencies in the applicable metropolitan
12 area, which shall be made with the guidance
13 and approval of the Director, within the range
14 of the delegated authority and discretion held
15 by members, alternates, and staff in that area,
16 consistent with the missions of the agencies in-
17 volved;

18 (C) provide a forum for the exchange of in-
19 formation between Washington, DC and the
20 field, and among field elements in the applica-
21 ble metropolitan area, about programs, manage-
22 ment methods, and problems;

23 (D) develop local coordinated approaches
24 to the development and operation of programs
25 that have common characteristics;

1 (E) communicate management initiatives
2 and other concerns from Washington, DC to
3 the field to achieve better mutual understanding
4 and support;

5 (F) refer problems that cannot be solved
6 locally to the national level; and

7 (G) subject to the guidance of the Direc-
8 tor, be responsible for—

9 (i) presidential initiatives on manage-
10 ment reforms;

11 (ii) personnel initiatives of the Office
12 of Personnel Management;

13 (iii) programs led by the Office of
14 Management and Budget;

15 (iv) facilities planning led by the Gen-
16 eral Services Administration;

17 (v) the local Combined Federal Cam-
18 paign, under the direction of the Director;

19 (vi) the sharing of technical knowl-
20 edge and resources in finance, internal au-
21 diting, personnel management, automated
22 data processing applications, interagency
23 use of computer installations, and similar
24 commonly beneficial activities;

1 (vii) the pooling of resources to pro-
2 vide, as efficiently as possible, and at the
3 least possible cost to the taxpayers of the
4 United States, common services, such as
5 employee first-aid, cardiopulmonary resus-
6 citation (referred to in this clause as
7 “CPR”), CPR training, preventative health
8 programs, assistance to the aging, blood
9 donor programs, and savings bond drives;

10 (viii) the encouragement of employee
11 initiative and better performance through
12 special recognition and other incentive pro-
13 grams;

14 (ix) the provision of assistance in the
15 implementation and upgrading of perform-
16 ance management systems;

17 (x) emergency operations, such as
18 under hazardous weather conditions, re-
19 sponding to blood donation needs, and
20 communicating related leave policies;

21 (xi) the recognition of the service of
22 veterans and the dissemination of informa-
23 tion relating to programs and benefits
24 available to veterans in the Federal service;
25 and

1 (xii) such other programs, projects,
2 and operations as may be set forth in the
3 annual work plan approved by the Direc-
4 tor.

5 (2) ADVISORY ROLE.—The Director—

6 (A) shall advise the Federal Executive
7 Boards on activities in the areas of performance
8 appraisal and incentives, interagency training
9 programs, the educational development of em-
10 ployees of agencies, improvement of labor-man-
11 agement relations, equal employment oppor-
12 tunity (including related programs of the Fed-
13 eral Government), and selective placement pro-
14 grams for handicapped individuals; and

15 (B) may direct a Federal Executive Board
16 to address such specific programs, or undertake
17 such cooperative activities, as the Director de-
18 termines necessary or proper.

19 (g) ADDITIONAL RULES AND DIRECTIVES.—The Di-
20 rector may issue further rules and guidance for, and direc-
21 tives to, the Federal Executive Boards.

22 **SEC. 212. REPORTS.**

23 Not later than 3 years after the date of enactment
24 of this Act, and not less frequently than once every 3 years
25 thereafter, the Director shall submit to the Committee on

1 Homeland Security and Governmental Affairs of the Sen-
2 ate and the Committee on Oversight and Government Re-
3 form of the House of Representatives a report that ad-
4 dresses the Program, which shall include an analysis of
5 any structural challenges facing the Program and rec-
6 ommendations on measures to strengthen the Program.

○