

119TH CONGRESS
2D SESSION

S. 5373

To amend title 39, United States Code, to limit the compensation and benefits provided to executive officers of the Postal Service, and for other purposes.

IN THE SENATE OF THE UNITED STATES

AUGUST 7, 2026

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

A BILL

To amend title 39, United States Code, to limit the compensation and benefits provided to executive officers of the Postal Service, 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 “USPS Executive Ben-
5 efit and Bonus Removal Act”.

6 **SEC. 2. PROHIBITION OF CERTAIN EXECUTIVE FRINGE**
7 **BENEFITS.**

8 Section 1003 of title 39, United States Code, is
9 amended by adding at the end the following:

1 “(e) LIMITATION OF EXECUTIVE FRINGE BENE-
2 FITS.—

3 “(1) DEFINITIONS.—In this subsection:

4 “(A) COVERED EXECUTIVE OFFICER.—The
5 term ‘covered executive officer’—

6 “(i) means the Postmaster General,
7 the Deputy Postmaster General, any Post-
8 al Service officer or employee serving in a
9 Postal Career Executive Service position at
10 level II or above, or any successor execu-
11 tive pay classification; and

12 “(ii) does not include the Inspector
13 General of the Postal Service.

14 “(B) DEFERRED COMPENSATION.—The
15 term ‘deferred compensation’ includes any non-
16 qualified deferred compensation arrangement,
17 supplemental executive retirement plan, or simi-
18 lar arrangement under which compensation is
19 earned in one period but paid in a later period,
20 whether or not subject to section 409A of the
21 Internal Revenue Code of 1986.

22 “(C) FRINGE BENEFIT.—The term ‘fringe
23 benefit’ includes the following:

24 “(i) A wellness reimbursement or
25 similar wellness incentive payment, unless

1 offered on substantially the same terms to
2 substantially all career employees of the
3 Postal Service.

4 “(ii) Parking or a parking allowance,
5 except space made available on the same
6 terms as to non-executive employees at the
7 same duty station.

8 “(iii) Financial planning, tax prepara-
9 tion, estate planning, or similar personal
10 financial advisory services.

11 “(iv) Retirement counseling services,
12 unless offered on substantially the same
13 terms to substantially all career employees
14 of the Postal Service.

15 “(v) Reimbursement for enrollment or
16 renewal fees for TSA PreCheck, Global
17 Entry, CLEAR, or any similar trusted
18 traveler or expedited-screening program.

19 “(vi) Membership dues or fees for any
20 airline club, airport lounge program, hotel
21 loyalty tier, or similar travel-amenity pro-
22 gram.

23 “(vii) Any relocation expense, allow-
24 ance, bonus, or benefit provided in connec-
25 tion with, or in anticipation of—

1 “(I) the hiring, appointment, or
 2 commencement of service of the offi-
 3 cer;

4 “(II) the retirement or separa-
 5 tion from service of the officer; or

6 “(III) any other change in the of-
 7 ficer’s status with the Postal Service.

8 “(2) LIMITATION ON FRINGE BENEFITS.—Not-
 9 withstanding subsection (a) or any other provision of
 10 law, the Postal Service may not provide, pay for, or
 11 reimburse, directly or indirectly, on behalf of any
 12 covered executive officer, any fringe benefit.

13 “(3) EXCEPTION FOR OFFICIAL TRAVEL.—
 14 Paragraph (2) may not be construed to prohibit re-
 15 imbursement of ordinary and necessary travel ex-
 16 penses incurred in the performance of official duties,
 17 consistent with applicable Federal travel regulations.

18 “(4) NO CIRCUMVENTION.—

19 “(A) NO SUBSTITUTES.—The Postal Serv-
 20 ice may not provide a covered executive officer
 21 with increased base pay, a bonus, deferred com-
 22 pensation, or any other form of current or de-
 23 ferred compensation, that is designated, in
 24 whole or in part, as a substitute for a benefit
 25 prohibited under paragraph (2).

1 “(B) NO LIMITATION ON BASE PAY.—
2 Nothing in this paragraph limits the authority
3 of the Postal Service to set base pay under sub-
4 section (a).

5 “(5) REIMBURSEMENT REQUIRED.—A covered
6 executive officer who receives a benefit prohibited
7 under paragraph (2) after the effective date of this
8 subsection shall reimburse the Postal Service for the
9 fair market value of such benefit.

10 “(6) PROHIBITION ON PREMIUM-CLASS AIR
11 TRAVEL.—

12 “(A) IN GENERAL.—Notwithstanding sub-
13 section (a) or any other provision of law, the
14 Postal Service may not pay for, reimburse, or
15 otherwise provide, directly or indirectly, first-
16 class or business-class air travel accommoda-
17 tions for any covered executive officer.

18 “(B) REIMBURSEMENT REQUIRED.—A
19 covered executive officer who receives air travel
20 accommodations prohibited under subparagraph
21 (A) after the effective date of this subsection
22 shall reimburse the Postal Service for the value
23 of such accommodations.”.

1 **SEC. 3. LIMIT ON COMPENSATION.**

2 Section 1001 of title 39, United States Code, is
3 amended by adding at the end the following:

4 “(f) LIMIT ON COMPENSATION.—

5 “(1) LIMIT.—No officer, executive, or employee
6 of the Postal Service may receive compensation
7 greater than that of the President under section 102
8 of title 3.

9 “(2) NO CIRCUMVENTION.—The Postal Service
10 may not provide a covered executive officer (as de-
11 fined in section 1003(e) of this title) with a bonus,
12 deferred compensation, or any other form of current
13 or deferred compensation in order to circumvent the
14 compensation limit set in paragraph (1).”.

15 **SEC. 4. RESTRICTION ON BONUSES FOR POSTMASTER GEN-**
16 **ERAL.**

17 Section 202 of title 39, United States Code, is
18 amended in subsection (c) by—

19 (a) striking “The” and inserting—

20 “(1) POWERS OF THE GOVERNORS.—The”; and

21 (b) adding at the end the following:

22 “(2) LIMIT ON COMPENSATION.—Notwith-
23 standing the provisions of section 3686 of this title,
24 the Governors shall not approve any bonus, award,
25 or other monetary compensation beyond basic pay
26 for the Postmaster General for any fiscal year in

1 which the total expenditures of the Postal Service
2 exceeded the revenues of the Postal Service (includ-
3 ing both appropriated and non-appropriated
4 funds).”.

5 **SEC. 5. RULE OF CONSTRUCTION.**

6 Nothing in this Act, or the amendments made by this
7 Act, shall be construed to affect—

8 (1) wellness, parking, or retirement-related ben-
9 efits generally available to Postal Service employees
10 who are not covered executive officers (as defined in
11 section 1003(e) of title 39, United States Code, as
12 amended by this Act);

13 (2) any benefit provided to a bargaining-unit
14 employee pursuant to a collective bargaining agree-
15 ment entered into under chapter 12 of title 39,
16 United States Code; or

17 (3) any compensation described in section
18 423(b) of title 5, United States Code.

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