

108TH CONGRESS
1ST SESSION

H. R. 3205

To provide for a report on the parity of pay and benefits among Federal law enforcement officers and to establish an exchange program between Federal law enforcement employees and State and local law enforcement employees.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 30, 2003

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

A BILL

To provide for a report on the parity of pay and benefits among Federal law enforcement officers and to establish an exchange program between Federal law enforcement employees and State and local law enforcement employees.

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 “Federal Law Enforce-
5 ment Pay and Benefits Parity Act of 2003”.

1 **SEC. 2. LAW ENFORCEMENT PAY AND BENEFITS PARITY**
2 **REPORT.**

3 (a) DEFINITION.—In this section, the term “law en-
4 forcement officer” means an individual—

5 (1)(A) who is a law enforcement officer defined
6 under section 8331 or 8401 of title 5, United States
7 Code; or

8 (B) the duties of whose position include the in-
9 vestigation, apprehension, or detention of individuals
10 suspected or convicted of offenses against the crimi-
11 nal laws of the United States; and

12 (2) who is employed by the Federal Govern-
13 ment.

14 (b) REPORT.—Not later than April 30, 2004, the Of-
15 fice of Personnel Management shall submit a report to the
16 President of the Senate and the Speaker of the House of
17 Representatives and the appropriate committees and sub-
18 committees of Congress that includes—

19 (1) a comparison of classifications, pay, and
20 benefits among law enforcement officers across the
21 Federal Government; and

22 (2) recommendations for ensuring, to the max-
23 imum extent practicable, the elimination of dispari-
24 ties in classifications, pay and benefits for law en-
25 forcement officers throughout the Federal Govern-
26 ment.

1 **SEC. 3. EMPLOYEE EXCHANGE PROGRAM BETWEEN FED-**
2 **ERAL EMPLOYEES AND EMPLOYEES OF**
3 **STATE AND LOCAL GOVERNMENTS.**

4 (a) DEFINITIONS.—In this section—

5 (1) the term “employing agency” means the
6 Federal, State, or local government agency with
7 which the participating employee was employed be-
8 fore an assignment under the Program;

9 (2) the term “participating employee” means
10 an employee who is participating in the Program;
11 and

12 (3) the term “Program” means the employee
13 exchange program established under subsection (b).

14 (b) ESTABLISHMENT.—The President shall establish
15 an employee exchange program between Federal agencies
16 that perform law enforcement functions and agencies of
17 State and local governments that perform law enforcement
18 functions.

19 (c) CONDUCT OF PROGRAM.—The Program shall be
20 conducted in accordance with subchapter VI of chapter 33
21 of title 5, United States Code.

22 (d) QUALIFICATIONS.—An employee of an employing
23 agency who performs law enforcement functions may be
24 selected to participate in the Program if the employee—

25 (1) has been employed by that employing agen-
26 cy for a period of more than 3 years;

1 (2) has had appropriate training or experience
2 to perform the work required by the assignment;

3 (3) has had an overall rating of satisfactory or
4 higher on performance appraisals from the employ-
5 ing agency during the 3-year period before being as-
6 signed to another agency under this section; and

7 (4) agrees to return to the employing agency
8 after completing the assignment for a period not less
9 than the length of the assignment.

10 (e) WRITTEN AGREEMENT.—An employee shall enter
11 into a written agreement regarding the terms and condi-
12 tions of the assignment before beginning the assignment
13 with another agency.

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