

115TH CONGRESS
2D SESSION

H. R. 6938

To reduce the size of the Federal workforce through attrition, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 27, 2018

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

A BILL

To reduce the size of the Federal workforce through attrition, 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 “Rightsizing the Fed-
5 eral Workforce Through Attrition Act”.

6 **SEC. 2. FEDERAL WORKFORCE REDUCTIONS THROUGH AT-**
7 **TRITION.**

8 (a) LIMITATION.—

9 (1) IN GENERAL.—The President, acting
10 through the Office of Management and Budget and

1 in consultation with the Office of Personnel Manage-
2 ment, shall take appropriate measures to ensure
3 that, effective beginning in fiscal year 2019 and dur-
4 ing each fiscal year thereafter, the total number of
5 Federal employees shall not exceed 90 percent of the
6 total number of Federal employees as of September
7 30, 2018, as determined under subsection (b).

8 (2) COUNTING RULE.—For purposes of this
9 Act, any determination of the number of employees
10 in an agency shall be expressed on a full-time equiv-
11 alent basis.

12 (b) MONITORING AND NOTIFICATION.—The Office,
13 in consultation with the Office of Personnel Manage-
14 ment—

15 (1) shall continuously monitor all agencies and
16 make a determination, as of September 30, 2018,
17 and the last day of each quarter of each fiscal year
18 beginning thereafter, as to whether the total number
19 of Federal employees exceeds the maximum number
20 allowable under subsection (a); and

21 (2) if a determination under paragraph (1) is
22 made that the total number of Federal employees ex-
23 ceeds such maximum, shall provide written notice of
24 that determination to the President and Congress.

25 (c) COMPLIANCE.—

1 (1) IN GENERAL.—Whenever, with respect to
2 the quarter ending after September 30, 2018, the
3 Office provides written notice under subsection
4 (b)(2) that the total number of Federal employees
5 exceeds the maximum number allowable under sub-
6 section (a), no agency may appoint any employee to
7 fill any vacancy within such agency until the Office
8 provides written notice to the President and Con-
9 gress of a determination under subsection (b)(1)
10 that the total number of Federal employees no
11 longer exceeds the maximum number allowable
12 under subsection (a).

13 (2) REPLACEMENT RATE.—To the extent nec-
14 essary to achieve the workforce reduction required
15 by this section, the Office, in consultation with the
16 Office of Personnel Management, shall take appro-
17 priate measures to ensure that agencies shall ap-
18 point no more than 1 employee for every 3 employ-
19 ees retiring or otherwise separating from Govern-
20 ment service after the date of the enactment of this
21 Act.

22 (d) WAIVER FOR EMERGENCIES.—This section may
23 be waived upon a determination by the President that—

24 (1) the existence of a state of war or other na-
25 tional security concern so requires; or

1 (2) the existence of an extraordinary emergency
2 threatening life, health, public safety, property, or
3 the environment so requires.

4 (e) DEFINITIONS.—In this section—

5 (1) the term “agency” means an Executive
6 agency as defined by section 105 of title 5, United
7 States Code, but does not include the Government
8 Accountability Office;

9 (2) the term “Federal employee” means an em-
10 ployee as defined by section 2105 of such title;

11 (3) the term “Office” means the Office of Man-
12 agement and Budget; and

13 (4) the term “total number of Federal employ-
14 ees” means the total number of Federal employees
15 in all agencies.

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