

**AMENDMENT IN THE NATURE OF A SUBSTITUTE  
TO H.R. 4182  
OFFERED BY MR. CONNOLLY OF VIRGINIA**

Strike all after the enacting clause and insert the following:

1 **SECTION 1. STUDY ON LENGTH OF PROBATIONARY PE-**  
2 **RIOD.**

3 (a) IN GENERAL.—The Comptroller General of the  
4 United States shall conduct a study on Federal agencies  
5 that have lengthened the employee probationary period  
6 from 1 to 2 years and other potential extensions of proba-  
7 tionary periods for certain occupations in the Federal Gov-  
8 ernment.

9 (b) CONTENTS.—The study required under sub-  
10 section (a) shall analyze—

11 (1) any impact of an existing 2-year proba-  
12 tionary period (compared to a 1-year probationary  
13 period) on the employing agency's ability to deal  
14 with underperforming employees, improve produc-  
15 tivity, improve recruitment and retention, and ac-  
16 complish the mission of the agency and shall include  
17 the Department of Defense as a case study; and

1           (2) whether certain occupations in the Federal  
2           Government should have probationary periods in ex-  
3           cess of 1 year because of the complexity, sensitivity,  
4           or unique occupational challenges of such occupa-  
5           tions, including—

6                   (A) whether such a probationary period ex-  
7                   tension would provide supervisors sufficient  
8                   time to adequately assess employee performance  
9                   and whether the extension would lead to  
10                  measureable improvements in the performance  
11                  of employees in those occupations; and

12                  (B) an identification of the occupations,  
13                  and the characteristics of those occupations,  
14                  that would benefit from longer probationary pe-  
15                  riods, including requirements to exercise super-  
16                  visory authority and possess professional li-  
17                  censes and training.

18           (c) REPORT.—Not later than 2 years after the date  
19           of enactment of this Act, the Comptroller General shall  
20           submit to the Committee on Oversight and Government  
21           Reform of the House of Representatives and the Com-  
22           mittee on Homeland Security and Governmental Affairs  
23           of the Senate a report containing the study required under  
24           subsection (a).

