

**AMENDMENT TO RULES COMMITTEE PRINT 117-**

**13**

**OFFERED BY MR. PANETTA OF CALIFORNIA**

At the end of title XI, add the following new section:

1 **SEC. 11 \_\_\_\_ . FEDERAL EMPLOYEE ANNUAL SURVEY.**

2 (a) IN GENERAL.—Subchapter II of chapter 29 of  
3 title 5, United States Code, is amended by adding at the  
4 end the following new section:

5 **“§ 2955. Federal employee annual survey**

6 “(a) IN GENERAL.—The Director of the Office of  
7 Personnel Management shall conduct an annual survey of  
8 Federal employees (including survey questions prescribed  
9 under subsections (b) and (c)) to assess—

10 “(1) leadership and management practices that  
11 contribute to Executive agency performance and em-  
12 ployee engagement; and

13 “(2) the satisfaction of such employees with—

14 “(A) Executive agency political and career  
15 leadership;

16 “(B) the work environment;

17 “(C) opportunities available to such em-  
18 ployees—

1 “(i) to recommend workplace improve-  
2 ments;

3 “(ii) to raise concerns and report pos-  
4 sible wrongdoings;

5 “(iii) to contribute to achieving orga-  
6 nizational missions; and

7 “(iv) for professional development and  
8 growth;

9 “(D) rewards and recognition for profes-  
10 sional accomplishment and personal contribu-  
11 tions to achieving organizational missions;

12 “(E) Executive agency commitment and  
13 actions to ensure diversity, equity, and inclusion  
14 at work; and

15 “(F) organizational adaptability, resilience,  
16 and openness to change.

17 “(b) REGULATIONS.—The Director of the Office of  
18 Personnel Management shall issues regulations imple-  
19 menting this section, including regulations prescribing  
20 survey questions permitting comparisons across Executive  
21 agencies, requiring that such questions must be included  
22 on each survey conducted under subsection (a), and set-  
23 ting the sequencing of such questions.

24 “(c) AGENCY-SPECIFIC QUESTIONS.—

1           “(1) IN GENERAL.—The head of an Executive  
2           agency may, in coordination with the Director of the  
3           Office of Personnel Management, include in a survey  
4           conducted under subsection (a) questions specific to  
5           the Executive agency.

6           “(2) QUESTION PLACEMENT.—Any questions  
7           included in a survey under paragraph (1) shall be  
8           placed at the end of the survey.

9           “(d) OCCUPATIONAL DATA.—To the extent prac-  
10          ticable, the Director of the Office of Personnel Manage-  
11          ment shall collect and report on the results of each Execu-  
12          tive agency survey described in subsection (a) by occupa-  
13          tion.

14          “(e) ACCESSIBILITY.—To the extent practicable, the  
15          Director of the Office of Personnel Management shall en-  
16          sure that surveys conducted under subsection (a) shall be  
17          accessible and user-friendly for Federal employees who  
18          choose to complete the survey on their mobile devices.

19          “(f) AVAILABILITY OF RESULTS.—

20                 “(1) OFFICE OF PERSONNEL MANAGEMENT.—  
21                 Not later than 3 months after beginning a survey  
22                 under subsection (a), the Director of the Office of  
23                 Personnel Management shall make publicly available  
24                 the results of the survey.

1           “(2) AGENCIES.—After the results of a survey  
2           are made publicly available under paragraph (1),  
3           each head of an Executive agency shall post the re-  
4           sults of surveys conducted under subsection (a) on  
5           the website of such Executive agency.”.

6           (b) CLERICAL AMENDMENT.—The table of sections  
7           for chapter 29 of title 5, United States Code, is amended  
8           by inserting after the item relating to chapter 2954 the  
9           following new item:

“2955. Federal employee annual survey.”.

