AMENDMENT TO RULES COMMITTEE PRINT 117-13

OFFERED BY MR. PANETTA OF CALIFORNIA

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

SEC. 11. FEDERAL EMPLOYEE ANNUAL SURVEY.

(a) In General.—Subchapter II of chapter 29 of title 5, United States Code, is amended by adding at the end the following new section:

“§ 2955. Federal employee annual survey

“(a) In General.—The Director of the Office of Personnel Management shall conduct an annual survey of Federal employees (including survey questions prescribed under subsections (b) and (c)) to assess—

“(1) leadership and management practices that contribute to Executive agency performance and employee engagement; and

“(2) the satisfaction of such employees with—

“(A) Executive agency political and career leadership;

“(B) the work environment;

“(C) opportunities available to such employees—
“(i) to recommend workplace improvements;

“(ii) to raise concerns and report possible wrongdoings;

“(iii) to contribute to achieving organizational missions; and

“(iv) for professional development and growth;

“(D) rewards and recognition for professional accomplishment and personal contributions to achieving organizational missions;

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

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

“(b) REGULATIONS.—The Director of the Office of Personnel Management shall issues regulations implementing this section, including regulations prescribing survey questions permitting comparisons across Executive agencies, requiring that such questions must be included on each survey conducted under subsection (a), and setting the sequencing of such questions.

“(c) AGENCY-SPECIFIC QUESTIONS.—
“(1) IN GENERAL.—The head of an Executive agency may, in coordination with the Director of the Office of Personnel Management, include in a survey conducted under subsection (a) questions specific to the Executive agency.

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

“(d) OCCUPATIONAL DATA.—To the extent practicable, the Director of the Office of Personnel Management shall collect and report on the results of each Executive agency survey described in subsection (a) by occupation.

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

“(f) AVAILABILITY OF RESULTS.—

“(1) OFFICE OF PERSONNEL MANAGEMENT.—Not later than 3 months after beginning a survey under subsection (a), the Director of the Office of Personnel Management shall make publicly available the results of the survey.
“(2) AGENCIES.—After the results of a survey are made publicly available under paragraph (1), each head of an Executive agency shall post the results of surveys conducted under subsection (a) on the website of such Executive agency.”.

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

“2955. Federal employee annual survey.”.