



## H.R. 3774 – SENIOR EXECUTIVE SERVICE DIVERSITY ASSURANCE ACT

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### FLOOR SITUATION

H.R. 3774 is being considered on the floor under suspension of the rules and will require a two-thirds majority vote for passage. This legislation was introduced by Representative Danny Davis (D-IL) on October 9, 2007. The House Committee on Oversight and Government Reform ordered the bill to be reported as amended by voice vote on May 1, 2008.

H.R. 3774 is expected to be considered on the floor of the House on June 3, 2008.

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### SUMMARY

H.R. 3774 establishes a Senior Executive Service Resource Office within the Office of Personnel Management (OPM) to make recommendations to the OPM Director regarding regulations and to provide guidance to federal agencies concerning the structure, management, and diversity of the Senior Executive Service (SES).

H.R. 3774 would require agencies to prepare plans to increase opportunities for the advancement of minorities, women and individuals with disabilities within the SES. The bill directs OPM to review each agency's plan and to report to Congress with a summary and an evaluation of the plan.

The bill also requires the Senior Executive Service Resource Office to make statistics concerning career reserved positions accessible to the public through a website.

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### BACKGROUND

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act of 1978 (P.L. 95-454) and encompasses managerial, supervisory, and policy positions above the GS-15 level that are not filled by presidential appointment with Senate confirmation. The SES includes nearly 7,000 federal employees, of which approximately 6,000 are career appointed executives.

According to the Government Accountability Office, minorities comprised 15.8 percent of the SES in 2007. Women made up 29.1 percent of individuals serving in the SES. The percentage of minorities and women at senior pay levels in the federal government, including the SES, is lower than in the civilian workforce and the federal workforce as a whole.

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### ADDITIONAL VIEWS

According to Oversight and Government Reform Ranking Member Tom Davis (R-VA): "This bill does very little to actually ensure that candidates from every sector of American society are appropriately trained with the high level leadership and executive skills the SES was designed to harness. Furthermore, the reforms in H.R. 3774 only address one area of weakness in the SES system The Senior Executive Service was created to be an elite cadre of federal employees and managers specially equipped with skills and experience in the areas of leadership, management, vision, and creativity. SES employees must demonstrate a unique understanding of the challenges agencies face and be equipped to respond with excellent executive leadership."

[House Report 110-672](#)



# LEGISLATIVE DIGEST

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## COST

The Congressional Budget Office estimates that enacting H.R. 3774 “would cost \$2 million in 2009 and \$22 million over the 2009-2013 period, assuming appropriation of the necessary amounts.”

[CBO Cost Estimate for H.R. 3774](#)

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## STAFF CONTACT

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