

115TH CONGRESS  
2D SESSION

# H. R. 5290

To amend title 5, United States Code, to require the disclosure, public documentation, and reporting of Federal employee bonuses, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 14, 2018

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

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## A BILL

To amend title 5, United States Code, to require the disclosure, public documentation, and reporting of Federal employee bonuses, 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 “Federal Employee  
5 Bonus Disclosure Act”.

1 **SEC. 2. DISCLOSURE, DOCUMENTATION, AND REPORTING**  
2 **OF PERFORMANCE AWARDS.**

3 (a) IN GENERAL.—Subchapter I of chapter 45 of title  
4 5, United States Code, is amended by adding at the end  
5 the following:

6 **“§ 4510. Disclosure, documentation, and reporting of**  
7 **performance awards**

8 “(a)(1) Not later than 30 days after the end of fiscal  
9 year 2019 and each fiscal year thereafter, the head of each  
10 agency shall submit a report to the Director of the Office  
11 of Personnel Management describing each performance  
12 bonus awarded to an employee of the agency during the  
13 most recently ended fiscal year, the name of the employee  
14 receiving the bonus, and the amount of the bonus.

15 “(2) With respect to any performance bonus included  
16 in a report submitted under paragraph (1) that was equal  
17 to or greater than \$10,000, the agency head shall include  
18 in the report a detailed description of the reasons why the  
19 bonus was awarded and the metrics used to determine that  
20 such bonus was appropriate.

21 “(b) Not later than January 1 of each fiscal year,  
22 the Director of the Office of Personnel Management  
23 shall—

24 “(1) publish, on the Office’s public Internet  
25 website, a list containing the name of any employee  
26 receiving a performance bonus in the most recently

1 ended fiscal year, the agency that awarded the  
2 bonus, and the amount of the bonus; and

3 “(2) submit a report to Congress containing a  
4 list of each performance bonus awarded in the most  
5 recently ended fiscal year that was equal to or great-  
6 er than \$10,000, including the reasons why the  
7 bonus was awarded and the metrics used to deter-  
8 mine that the bonus was appropriate, as provided  
9 under subsection (a)(2).

10 “(c) For purposes of this section—

11 “(1) the term ‘agency’ has the meaning given  
12 such term in section 4501 and includes—

13 “(A) the United States Postal Service and  
14 the Postal Regulatory Commission; and

15 “(B) notwithstanding the matter following  
16 subparagraph (G) of such section, the Ten-  
17 nessee Valley Authority and the Central Bank  
18 for Cooperatives; and

19 “(2) the term ‘performance bonus’ includes any  
20 performance-based bonus, including a bonus under  
21 this subchapter or section 5384.”.

22 (b) APPLICATION.—The amendment made by sub-  
23 section (a) shall apply to any performance bonus (as that  
24 term is described in section 4510 of title 5, United States

1 Code, as added by such subsection) made on or after the  
2 date of enactment of this Act.

3 (c) CLERICAL AMENDMENT.—The table of sections  
4 for subchapter I of chapter 45 of title 5, United States  
5 Code, is amended by inserting after the item relating to  
6 section 4509 the following:

“4510. Disclosure, documentation, and reporting of performance awards.”.

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