

## TITLE XIII —FEDERAL WORKFORCE IMPROVEMENT

### Subtitle A —Chief Human Capital Officers

SEC. 1301. SHORT TITLE.

5 USC 101 note.

This title may be cited as the “Chief Human Capital Officers Act of 2002”.

SEC. 1302. AGENCY CHIEF HUMAN CAPITAL OFFICERS.

(a) IN GENERAL.—Part II of title 5, United States Code, is amended by inserting after chapter 13 the following:

#### “CHAPTER 14 —AGENCY CHIEF HUMAN CAPITAL OFFICERS

“Sec.

“1401. Establishment of agency Chief Human Capital Officers.

“1402. Authority and functions of agency Chief Human Capital Officers.

“§ 1401. Establishment of agency Chief Human Capital Officers

“The head of each agency referred to under paragraphs (1) and (2) of section 901(b) of title 31 shall appoint or designate a Chief Human Capital Officer, who shall —

“(1) advise and assist the head of the agency and other agency officials in carrying out the agency's responsibilities for selecting, developing, training, and managing a high-quality, productive workforce in accordance with merit system principles;

“(2) implement the rules and regulations of the President and the Office of Personnel Management and the laws governing the civil service within the agency; and

“(3) carry out such functions as the primary duty of the Chief Human Capital Officer.

“§ 1402. Authority and functions of agency Chief Human Capital Officers

“(a) The functions of each Chief Human Capital Officer shall include —

“(1) setting the workforce development strategy of the agency;

“(2) assessing workforce characteristics and future needs based on the agency's mission and strategic plan;

“(3) aligning the agency's human resources policies and programs with organization mission, strategic goals, and performance outcomes;

“(4) developing and advocating a culture of continuous learning to attract and retain employees with superior abilities;

“(5) identifying best practices and benchmarking studies, and

“(6) applying methods for measuring intellectual capital and identifying links of that capital to organizational performance and growth.

“(b) In addition to the authority otherwise provided by this section, each agency Chief Human Capital Officer —

“(1) shall have access to all records, reports, audits, reviews, documents, papers, recommendations, or other material that —

“(A) are the property of the agency or are available to the agency; and

“(B) relate to programs and operations with respect to which that agency Chief Human Capital Officer has responsibilities under this chapter; and

“(2) may request such information or assistance as may be necessary for carrying out the duties and responsibilities provided by this chapter from any Federal, State, or local governmental entity. ”.

(b) T ECHNICAL AND CONFORMING AMENDMENT .—The table of chapters for chapters for part II of title 5, United States Code, is amended by inserting after the item relating to chapter 13 the following:

“14. Agency Chief Human Capital Officers ..... 1401 ”.

5 USC 1401 note.

SEC. 1303. CHIEF HUMAN CAPITAL OFFICERS COUNCIL.

(a) E STABLISHMENT .—There is established a Chief Human Capital Officers Council, consisting of —

- (1) the Director of the Office of Personnel Management, who shall act as chairperson of the Council;
- (2) the Deputy Director for Management of the Office of Management and Budget, who shall act as vice chairperson of the Council; and
- (3) the Chief Human Capital Officers of Executive departments and any other members who are designated by the Director of the Office of Personnel Management.

(b) F UNCTIONS.—The Chief Human Capital Officers Council shall meet periodically to advise and coordinate the activities of the agencies of its members on such matters as modernization of human resources systems, improved quality of human resources information, and legislation affecting human resources operations and organizations.

(c) E MPLOYEE LABOR ORGANIZATIONS AT MEETINGS.—The Chief Human Capital Officers Council shall ensure that representatives of Federal employee labor organizations are present at a minimum of 1 meeting of the Council each year. Such representatives shall not be members of the Council.

(d) A NNUAL REPORT.—Each year the Chief Human Capital Officers Council shall submit a report to Congress on the activities of the Council.

## SEC. 1304. STRATEGIC HUMAN CAPITAL MANAGEMENT.

Section 1103 of title 5, United States Code, is amended by adding at the end the following:

“(c)(1) The Office of Personnel Management shall design a set of systems, including appropriate metrics, for assessing the management of human capital by Federal agencies.

“(2) The systems referred to under paragraph (1) shall be defined in regulations of the Office of Personnel Management and include standards for—

“(A)(i) aligning human capital strategies of agencies with the missions, goals, and organizational objectives of those agencies; and

“(ii) integrating those strategies into the budget and strategic plans of those agencies;

“(B) closing skill gaps in mission critical occupations;

“(C) ensuring continuity of effective leadership through implementation of recruitment, development, and succession plans;

“(D) sustaining a culture that cultivates and develops a high performing workforce;

“(E) developing and implementing a knowledge management strategy supported by appropriate investment in training and technology; and

“(F) holding managers and human resources officers accountable for efficient and effective human resources management in support of agency missions in accordance with merit system principles.”.

## SEC. 1305. EFFECTIVE DATE.

5 USC 1103 note.

This subtitle shall take effect 180 days after the date of enactment of this Act.

## Subtitle B—Reforms Relating to Federal Human Capital Management

## SEC. 1311. INCLUSION OF AGENCY HUMAN CAPITAL STRATEGIC PLANNING IN PERFORMANCE PLANS AND PROGRAMS PERFORMANCE REPORTS.

(a) PERFORMANCE PLANS.—Section 1115 of title 31, United States Code, is amended—

(1) in subsection (a), by striking paragraph (3) and inserting the following:

“(3) provide a description of how the performance goals and objectives are to be achieved, including the operation processes, training, skills and technology, and the human, capital, information, and other resources and strategies required to meet those performance goals and objectives.”;

(2) by redesignating subsection (f) as subsection (g); and

(3) by inserting after subsection (e) the following:

“(f) With respect to each agency with a Chief Human Capital Officer, the Chief Human Capital Officer shall prepare that portion of the annual performance plan described under subsection (a)(3).”.

(b) PROGRAM PERFORMANCE REPORTS.—Section 1116(d) of title 31, United States Code, is amended—

(1) in paragraph (4), by striking “and” after the semicolon;

(2) by redesignating paragraph (5) as paragraph (6); and

(3) by inserting after paragraph (4) the following:

“(5) include a review of the performance goals and evaluation of the performance plan relative to the agency’s strategic human capital management; and”.

SEC. 1312. REFORM OF THE COMPETITIVE SERVICE HIRING PROCESS.

(a) IN GENERAL.—Chapter 33 of title 5, United States Code, is amended—

(1) in section 3304(a)—

(A) in paragraph (1), by striking “and” after the semicolon;

(B) in paragraph (2), by striking the period and inserting “; and”; and

(C) by adding at the end of the following:

“(3) authority for agencies to appoint, without regard to the provision of sections 3309 through 3318, candidates directly to positions for which—

“(A) public notice has been given; and

“(B) the Office of Personnel Management has determined that there exists a severe shortage of candidates or there is a critical hiring need.

Regulations. The Office shall prescribe, by regulation, criteria for identifying such positions and may delegate authority to make determinations under such criteria.”; and

(2) by inserting after section 3318 the following:

“§3319. Alternative ranking and selection procedures

“(a) The Office, in exercising its authority under section 3304, or an agency to which the Office has delegated examining authority under section 1104(a)(2), may establish category rating systems for evaluating applicants for positions in the competitive service, under 2 or more quality categories based on merit consistent with regulations prescribed by the Office of Personnel Management, rather than assigned individual numerical ratings.

“(b) Within each quality category established under subsection (a), preference-eligibles shall be listed ahead of individuals who are not preference eligibles. For other than scientific and professional positions at GS-9 of the General Schedule (equivalent or higher), qualified preference-eligibles who have a compensable service-connected disability of 10 percent or more shall be listed in the highest quality category.

“(c)(1) An appointing official may select any applicant in the highest quality category or, if fewer than 3 candidates have been assigned to the highest quality category, in a merged category consisting of the highest and the second highest quality categories.

“(2) Notwithstanding paragraph (1), the appointing official may not pass over a preference-eligible in the same category from which selection is made, unless the requirements of section 3317(b) or 3318(b), as applicable, are satisfied.

“(d) Each agency that establishes a category rating system under this section shall submit in each of the 3 years following that establishment, a report to Congress on that system including information on—

“(1) the number of employees hired under that system;

“(2) the impact that system has had on the hiring of veterans and minorities, including those who are American Indian or Alaska Natives, Asian, Black or African American, and native Hawaiian or other Pacific Islanders; and

“(3) the way in which managers were trained in the administration of that system.

“(e) The Office of Personnel Management may prescribe such regulations as it considers necessary to carry out the provisions of this section.”

(b) TECHNICAL AND CONFORMING AMENDMENT.—The table of sections for chapter 33 of title 5, United States Code, is amended by striking the item relating to section 3319 and inserting the following:

“3319. Alternative ranking and selection procedures.”