



## CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

July 21, 2010

### **S. 674**

### **Federal Supervisor Training Act of 2010**

*As ordered reported by the Senate Committee on Homeland Security  
and Governmental Affairs on June 24, 2010*

S. 674 would amend current law to require training for federal employees who supervise other employees. The legislation would direct the Office of Personnel Management (OPM) to issue guidelines to agencies on standards that supervisors are expected to meet and would require agencies to review their training programs and report on their effectiveness to OPM.

Under the legislation, agencies would be required to set new performance standards and train new supervisors within 12 months after such employees assume supervisory duties. In addition, all current supervisors would need to receive training within three years following enactment of the legislation; supervisors would receive “refresher” training every three years thereafter. The training would include working with supervisors to develop employee goals and objectives, mentoring programs, and informing managers about prohibited personnel practices and employee rights. Most of the provisions of S. 674 would codify and expand current practices of the federal government. The National Defense Authorization Act of 2010, the Federal Workforce Training Act of 2004, and recent OPM regulations require some training for federal supervisors either for specific agencies or all agencies governmentwide. However CBO expects that some agencies would likely have to undertake additional training and meet new reporting requirements.

Based on information from OPM and selected agencies and subject to the availability of appropriated funds, CBO estimates that implementing S. 674 would cost agencies \$70 million over the 2011-2015 period to meet those additional training and reporting requirements. S. 674 also could affect direct spending by agencies not funded through annual appropriations, such as the Tennessee Valley Authority and the Bonneville Power Administration; therefore, pay-as-you-go procedures would apply. CBO estimates, however, that any net increase in spending for training programs by those agencies would not be significant. Enacting S. 674 would not affect revenues.

S. 674 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would not affect the budgets of state, local, or tribal governments.

The CBO staff contact for this estimate is Matthew Pickford. This estimate was approved by Theresa Gullo, Deputy Assistant Director for Budget Analysis.