

## **Sec. 434. RETENTION AND RELOCATION BONUSES FOR THE FEDERAL BUREAU OF INVESTIGATION**

### **PROPOSED TEXT:**

**Title 5 of the United States Code, Section 5759, is amended as follows:**

- (1) In subsection (a)(1)(B)(2), by striking: “is transferred to a different geographic area with a higher cost of living” and inserting: “is subject to a mobility agreement and is transferred to a position in a different geographical area in which there is a shortage of critical skills”**
  
- (2) In subsection (b)(2), by striking: “.” and inserting: “(including requirements for a bonus recipient’s repayment of a bonus in circumstances determined by the Director of the Federal Bureau of Investigation).”**
  
- (3) In subsection (c), by striking: “employee’s basic pay.” and inserting: “employee’s annual rate of basic pay. The bonus may be paid in a lump sum of installments linked to completion of periods of service.”**
  
- (4) In subsection (d), by striking: “retention bonus” and inserting: “bonus paid under this section”**
  
- (5) By striking subsection (e)**

## **SECTIONAL ANALYSIS:**

Section 434 makes permanent the authority of the Director of the Federal Bureau of Investigation to pay bonuses to retain certain employees, such as those who have unusually high or unique qualifications or who are likely to leave the Federal service, and to pay relocation bonuses to employees who are transferred to areas in which there is a shortage of critical skills. Use of this personnel flexibility requires consultation with the Office of Personnel Management and the execution by recipients of service agreements containing specified provisions. This section also affirms the authority of the FBI to set forth repayment requirements within the service agreement to address the contingency of a recipient failing to live up to the terms of that agreement.