

**AMENDMENT TO H.R. 273**  
**OFFERED BY MS. EDWARDS OF MARYLAND**

Page 2, after line 11, add the following:

1 **SEC. 2. STUDY TO ASSESS IMPACT OF CONTINUED ATTACKS**  
2 **ON FEDERAL EMPLOYEES.**

3 (a) CONGRESSIONAL FINDINGS.—Congress finds the  
4 following:

5 (1) Federal employees perform critical and  
6 broad functions on behalf of the American people,  
7 which include working on the front lines against ter-  
8 rorism, protecting our borders, safeguarding our  
9 food and medicines, protecting consumers and re-  
10 storing confidence in our financial system, providing  
11 health care to our veterans, and delivering many  
12 other vital services to our Nation.

13 (2) Duties performed by the Federal workforce  
14 require advanced skills, and, on average, Federal  
15 workers are older, more experienced, and better edu-  
16 cated than private-sector workers.

17 (3) Over the last several decades, the relative  
18 size of the Federal Government has declined, even as  
19 the population in the United States has increased.

1           (4) Federal employees have been targeted in re-  
2           cent deficit reduction efforts and have already con-  
3           tributed \$103 billion over 10 years through pay  
4           freezes and increased retirement benefit contribu-  
5           tions.

6           (5) Many Federal agencies have experienced  
7           budget cuts, while their responsibilities and missions  
8           have grown.

9           (6) According to the 2012 Federal Employee  
10          Viewpoint Survey, overall morale and satisfaction  
11          among Federal employees has decreased.

12          (7) Over time, continued attacks diminish the  
13          Government's ability to recruit, hire, train, and re-  
14          tain a talented and highly-skilled workforce, thereby  
15          weakening the quality of our Federal civil service.

16          (b) STUDY.—Not later than 6 months after the date  
17          of the enactment of this Act, the Comptroller General shall  
18          transmit to the appropriate committees of Congress a re-  
19          port assessing the impact of continued attacks on Federal  
20          employees, including pay freezes, increased pension con-  
21          tributions, and Federal budget cuts, in addition to, the  
22          frequent threat of a Government shutdown through debt  
23          ceiling negotiations, sequestration deadlines, and appro-  
24          priations lapses, on the capacity of the Government to—

1           (1) recruit, hire, train, and retain an educated,  
2           experienced, and competent workforce to perform in-  
3           herently governmental functions critical to serving  
4           and protecting the American people;

5           (2) maintain institutional knowledge, technical  
6           skills, and subject matter expertise to perform crit-  
7           ical tasks;

8           (3) make internal and independent judgments;  
9           and

10          (4) sustain sufficient oversight over govern-  
11          mental functions, missions, and operations.

12          (c) DEFINITION.—For purposes of this section, the  
13          term “appropriate committees of Congress” means—

14                (1) the Committee on Oversight and Govern-  
15                ment Reform of the House of Representatives; and

16                (2) the Committee on Homeland Security and  
17                Governmental Affairs of the Senate.

