

**CHAIRMAN DANNY K. DAVIS  
SUBCOMMITTEE ON FEDERAL WORKFORCE, POSTAL SERVICE,  
AND THE DISTRICT OF COLUMBIA**

**H.R. 3774, “To provide for greater diversity within, and to improve policy direction and oversight of, the Senior Executive Service.”**

**Section-By-Section**

**Section 1. Short Title.**

The Act may be cited as the “Senior Executive Service Diversity Assurance Act.”

**Section 2. Senior Executive Service Resource Office.**

This section establishes the Senior Executive Service Resources Office (SESRO), within the Office of Personnel Management. The purpose of the resource office is to improve the efficiency, effectiveness, and productivity of the Senior Executive Service; to advance the professionalism of the Senior Executive Service (SES); and to ensure that the Senior Executive Service is reflective of national diversity.

In addition, the SESRO will manage and promote an efficient, elite, and diverse corps of senior executives, be responsible for the policy development of the SES pay system, and develop standards for certification of each agency’s SES performance management system. The office will also be responsible for managing and maintaining active lists of the total number of career reserve positions at each agency, vacant career reserve positions at each agency, and whether or not candidates are being sought to fill the vacancies.

The office must also, to the extent available, record the names, race, ethnicity, gender, and any disabilities of individuals who have been certified as having the necessary qualifications to be a career appointee. Furthermore, the office must establish mentoring programs for qualified individuals collect and maintain statistics relating to the composition of the SES, publish annually in the Federal register, and conduct a continuing program for the recruitment of ethnic minorities, women, and disabled persons.

**Section 3. Career Appointments.**

This section establishes SES evaluation panels. The evaluation panels are charged with reviewing the qualifications of all candidates for career reserve vacancies and certifying the names of candidates who are best qualified for said position.

The evaluation panels must consist of three members. One of which must be a woman and one other a member of a racial or ethnic group. The group will forward the names of the most qualified candidates to the Executive Resource Board.

The Executive Resource Board must submit the name(s) of the final candidate(s) to the agency director before the final candidate can be certified by the Office of Personnel Management.