



**CONGRESSIONAL BUDGET OFFICE  
COST ESTIMATE**

June 27, 2008

**S. 2148**  
**Senior Executive Service Diversity Assurance Act**  
*As ordered reported by the Senate Committee on Homeland Security  
and Governmental Affairs on June 25, 2008*

**SUMMARY**

S. 2148 would establish a Senior Executive Service Resource Office within the Office of Personnel Management (OPM) to oversee executive agencies' efforts to improve the management of the Senior Executive Service (SES). The bill also would require agencies to prepare plans to increase diversity within the SES.

CBO estimates that implementing S. 2148 would cost \$2 million in 2009 and \$22 million over the 2009-2013 period, assuming appropriation of the necessary amounts. Enacting the legislation would not affect direct spending or revenues. S. 2148 contains no intergovernmental or private-sector mandates as defined in Unfunded Mandates Reform Act (UMRA) and would not affect the budgets of state, local, or tribal governments.

**ESTIMATED COST TO THE FEDERAL GOVERNMENT**

The estimated budgetary impact of S. 2148 is shown in the following table. The costs of this legislation fall primarily within budget function 800 (general government).

	By Fiscal Year, in Millions of Dollars					2009-2013
	2009	2010	2011	2012	2013	

**CHANGES IN SPENDING SUBJECT TO APPROPRIATION**

Estimated Authorization Level	2	5	5	5	5	22
Estimated Outlays	2	5	5	5	5	22

## **BASIS OF ESTIMATE**

For this estimate, CBO assumes that the bill will be enacted near the start of fiscal year 2009 and that spending would follow historical patterns for similar programs.

The SES was created in 1979 to provide a systematic program to recruit, retain, develop, and manage senior executives in the federal government. Its members generally represent the most experienced segment of the federal workforce and operate and oversee approximately 75 federal agencies. OPM manages the overall program and assists agencies as they select, develop, and manage federal executives. According to the Government Accountability Office (GAO), there are currently about 6,500 SES employees.

According to OPM, GAO, and selected agencies with SES employees, most of the provisions of S. 2148 would expand the current SES-related duties of OPM and affected agencies. The legislation would establish a new office within OPM to provide additional oversight of executive agencies' efforts to recruit and develop candidates for SES positions. In addition, the legislation would require individual agencies to develop and implement plans to enhance the diversity of their SES employees and to report on those efforts.

Based on information from OPM and other affected agencies, CBO estimates that implementing S. 2148 would cost \$2 million in 2009 and \$22 million over the 2009-2013 period, assuming appropriation of the necessary amounts. Those costs would cover additional staff and expenses related to the new office in OPM, which CBO expects would be fully operational in 2010. Our estimate also includes increased costs for other agencies to comply with new reporting requirements.

## **INTERGOVERNMENTAL AND PRIVATE-SECTOR IMPACT**

S. 2148 contains no intergovernmental or private-sector impact as defined in UMRA and would not affect the budgets of state, local, or tribal governments.

## **PREVIOUS CBO ESTIMATE**

On May 22, 2008, CBO provided a cost estimate for H.R. 3774, the Senior Executive Service Diversity Assurance Act, as ordered reported by the House Committee on Oversight and Government Reform on May 1, 2008. The two pieces of legislation are similar, and the CBO cost estimates are identical.

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