

118TH CONGRESS
2D SESSION

H. R. 10412

To impose restrictions on Federal agencies with respect to appointments,
and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 16, 2024

Ms. TENNEY introduced the following bill; which was referred to the
Committee on Oversight and Accountability

A BILL

To impose restrictions on Federal agencies with respect to
appointments, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Freeze Act”.

5 **SEC. 2. FREEZE ON FEDERAL HIRING AND SALARIES.**

6 (a) DEFINITIONS.—In this section:

7 (1) AGENCY.—The term “agency” has the
8 meaning given the term in section 551 of title 5,
9 United States Code.

1 (2) BASELINE NUMBER.—The term “baseline
2 number” means, with respect to an agency, the
3 number of employees employed by the agency (in-
4 cluding individuals occupying full-time equivalent po-
5 sitions in the agency), as of the date of enactment
6 of this Act.

7 (3) EMPLOYEE.—The term “employee” means
8 an employee of an agency.

9 (b) GENERAL PROHIBITIONS.—Notwithstanding any
10 other provision of law or regulation, during the 1-year pe-
11 riod beginning on the date of enactment of this Act, the
12 following shall apply:

13 (1)(A) Except as provided in subparagraph (B),
14 the head of an agency may not increase the number
15 of employees employed by the agency beyond the
16 baseline number.

17 (B) During the 1-year period beginning on the
18 date of enactment of this Act, the head of an agency
19 may appoint an individual to a position within the
20 agency, even if appointing that individual would in-
21 crease the number of employees employed by the
22 agency beyond the baseline number, if the agency
23 head determines that making that appointment
24 serves the interest of law enforcement, public safety,
25 or the national security of the United States.

1 (2) The annual rate of basic pay of an em-
2 ployee, as in effect on the date of enactment of this
3 Act, may not be increased.

4 (c) REDUCTION IN FORCE.—The head of each agency
5 shall take such measures, without regard to any other pro-
6 vision of law or regulation, to ensure that—

7 (1) as of the date that is 2 years after the date
8 of enactment of this Act, the number of employees
9 employed by the agency is 2 percent less than the
10 baseline number; and

11 (2) as of the date that is 3 years after the date
12 of enactment of this Act, the number of employees
13 employed by the agency is 5 percent less than the
14 baseline number.

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