

119TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

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

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IN THE SENATE OF THE UNITED STATES

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Mrs. BLACKBURN introduced the following bill; which was read twice and  
referred to the Committee on \_\_\_\_\_

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**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—

1 (i) making that appointment serves the in-  
2 terest of law enforcement, public safety, or the  
3 national security of the United States; or

4 (ii) the individual so appointed is essential  
5 to respond to an emergency declared under sec-  
6 tion 501 of the Robert T. Stafford Disaster Re-  
7 lief and Emergency Assistance Act (42 U.S.C.  
8 5191).

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

12 (c) REDUCTION IN FORCE.—

13 (1) IN GENERAL.—Subject to paragraph (2),  
14 the head of each agency shall take such measures,  
15 without regard to any other provision of law or regu-  
16 lation, to ensure that—

17 (A) as of the date that is 2 years after the  
18 date of enactment of this Act, the number of  
19 employees employed by the agency is 2 percent  
20 less than the baseline number; and

21 (B) as of the date that is 3 years after the  
22 date of enactment of this Act, the number of  
23 employees employed by the agency is 5 percent  
24 less than the baseline number.

1           (2) EXEMPTION.—An employee who the head of  
2           the employing agency determines serves the interest  
3           of law enforcement, public safety, or the national se-  
4           curity of the United States, or who is essential to re-  
5           spond to an emergency declared under section 501  
6           of the Robert T. Stafford Disaster Relief and Emer-  
7           gency Assistance Act (42 U.S.C. 5191) (as deter-  
8           mined by that agency head), shall not apply for the  
9           purposes of determining the number of employees  
10          employed by that agency under subparagraph (A) or  
11          (B) of paragraph (1).