



SENIOR  
EXECUTIVES  
ASSOCIATION

*The voice of career federal executives since 1980*

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## **SEA Policy Agenda, 119<sup>th</sup> Congress**

The Senior Executives Association (SEA) has been the voice and advocate for the integrity and capability of the federal government's career Senior Executive Service (SES) corps since 1980. SEA is a nonpartisan, non-profit professional membership association which actively supports a federal career leadership corps that is highly qualified, accountable, and focused on ensuring agencies meet their missions in accordance with laws passed by Congress and priorities of the President.

SEA's mission is to:

1. Promote good government initiatives and practices that empower senior executives and federal leaders for mission success;
2. Advocate for legislation and policies in the interests of the federal career senior executive service;
3. Facilitate networking opportunities for, and with, federal governmental leaders, and
4. Connect current, rising, and aspiring leaders with continuous professional development opportunities.

In over four decades since Congress created the SES with the Civil Service Reform Act of 1978, very few meaningful federal workforce reforms have passed into law. SEA's policy agenda reflects the concerns held by many career civil servants about the federal government's challenges to execute agency missions if Congress and the Administration do not update archaic management and personnel systems, laws, and policies. SEA's policy agenda for the 119th Congress focuses on high-impact, high-leverage policy recommendations.

### **SES / Manager / Leader Selection and Development**

- Create dual track for progression and career path for federal managers as public service leaders, with requirements for initial and ongoing manager training and support.
- SEA opposes actions to politicize the SES corps that are contrary to its explicit statutory design and congressional intent.
- SES reforms drawn from [Joint SES Policy Agenda](#) – SEA has identified those which require legislative action while others can be accomplished by OPM through existing authority.

### **Performance & Accountability**

- Require political appointees to have written performance plans that align with OPM and agency standards.
- Mandate training and support for supervisors, managers, executives, and appointees on personnel rules and performance management.

- Eliminate statutory requirement for Performance Improvement Plans (PIPs) at 5 USC 4302(c)(6).
- Streamline adverse actions and address forum shopping – explore single forum for adjudicating federal employment disputes, at a minimum address issue of Mixed Cases.
- Probationary Period – Manager must proactively assess employee’s performance during this period and make a determination as to retain the employee beyond probation.

## **Hiring**

- Continuing to prioritize the modernization and simplification of the rules and procedures related to federal hiring, while also using modern assessments.
- HR and mission support occupation workforce support & professionalization. Support legislative proposal to strengthen and professionalize federal [HR workforce](#) like that of the acquisition workforce.

## **Pay & Total Rewards**

- Transition the government compensation model to a market/occupation sensitive system, and away from the current 1949 industrial era policy.
- Address and overcome pay compression affecting over 35,000 federal managers, executives, and subject-matter experts.

## **Advancing Modern Work & Workplace Policies**

- SEA supports policies that position the federal government to compete for talented United States citizens. This means supporting work and workplace policies to enhance the resilience, adaptability, performance, and productivity of the federal workforce.
- All federal employees require ongoing training, education, and skill development, especially in key areas of data and technology. Congress should require agencies to preserve 2% of agencies’ employee salary budget for dedicated investments in learning and development opportunities.
- SEA proposes establishing a Blue-Ribbon Commission on Government and Civil Service Modernization to address many comprehensive and longstanding issues impacting the civil service system and its workforce.

SEA is dedicated to overall civil service modernization to ensure the capability and accountability of the federal workforce at all levels. SEA will vigilantly oppose policies that unjustly target federal employees, including broad pay freezes, changing annuity calculations from a High-3 to High-5, and broad workforce reductions. SEA is committed to advancing the principles of good government resulting in taxpayers more willing to trust our federal government to deliver services equitably and effectively, independent of partisan political influence. SEA is committed to engaging with policymakers who want a more effective, efficient, responsive, and transparent government.

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