

119TH CONGRESS  
1ST SESSION

# H. R. 200

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

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IN THE HOUSE OF REPRESENTATIVES

JANUARY 3, 2025

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

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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 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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