

119TH CONGRESS
1ST SESSION

H. R. 2906

To limit workforce reduction at Federal agencies, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 10, 2025

Ms. WILLIAMS of Georgia (for herself, Mr. RASKIN, Mrs. MCCLAIN DELANEY, Ms. MCCLELLAN, Ms. NORTON, Mr. TONKO, Mr. CARTER of Louisiana, Ms. WASSERMAN SCHULTZ, Mr. IVEY, Ms. MCCOLLUM, Ms. PETTERSEN, Ms. TITUS, Ms. GARCIA of Texas, Ms. TLAIB, and Mrs. MCIVER) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To limit workforce reduction at Federal agencies, 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 “Stopping to Efficiently
5 Review Varying Impacts of Cuts to Employment Act” or
6 the “SERVICE Act”.

1 **SEC. 2. GAO REVIEW OF FEDERAL WORKFORCE REDUC-**
2 **TIONS.**

3 (a) IN GENERAL.—An agency (as that term is de-
4 scribed in paragraph (1) or (2) of section 901(b) of title
5 31, United States Code) may not remove or otherwise re-
6 duce the total number of employees at such agency in an
7 amount greater than 5 percent of the total amount of em-
8 ployees at such agency as of the first day of the fiscal
9 year during which such action would take place until the
10 date that is 210 days after the date that the agency sub-
11 mits, to the Comptroller General and to the Congress, a
12 report containing a thorough analysis of the expected ef-
13 fects of such action. Each such report shall include the
14 following analysis:

15 (1) Anticipated financial impacts of the action,
16 including an estimate of the net increase or decrease
17 in costs associated with the action. Such estimate
18 shall include—

19 (A) pay and benefits of the employees
20 identified for possible termination;

21 (B) administrative costs to implement the
22 action; and

23 (C) if applicable, contracting costs to re-
24 place functions performed by employees to be
25 removed.

1 (2) Anticipated mission-related impacts of the
2 action, to include—

3 (A) a description of agency job functions,
4 offices, and services that would be impacted by
5 the action, including detailed information about
6 any office whose number of employees would be
7 reduced by more than 5 percent;

8 (B) current performance information on
9 the agency job functions, offices, and services
10 that would be impacted by the action; and

11 (C) an analysis of how the action would af-
12 fect the performance of the agency job func-
13 tions and availability of government services, in-
14 cluding effects on timeliness and customer expe-
15 rience.

16 (3) The methodological or analytical basis for
17 the agency's conclusions about the effects of the ac-
18 tion.

19 (b) REPORT.—Not later than 180 days after the re-
20 ceiving an agency report under subsection (a), the Comp-
21 troller General shall submit a report, to the Committees
22 on Appropriations of the House of Representatives and the
23 Senate, and the appropriate committees of jurisdiction
24 over the applicable agency, on whether the agency report
25 contains all of the required elements, including whether

1 the plan includes information to support the requirement
2 in subsection (a)(3), and the extent to which the estimated
3 financial and mission-related impacts in the report are
4 supported, in the judgment of the Comptroller General,
5 by reasonably complete and credible information. The
6 Comptroller General shall publish the report submitted to
7 such committees on the Government Accountability Of-
8 fice's public website.

○