

119TH CONGRESS
1ST SESSION

H. R. 4230

To amend title 5, United States Code, to require certain executive branch employees to complete annual training on appropriations law, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 27, 2025

Ms. KAPTUR (for herself, Ms. DELAURO, Mr. HOYER, Mr. BISHOP, Ms. MCCOLLUM, Ms. WASSERMAN SCHULTZ, Ms. PINGREE, Ms. MENG, Mr. POCAN, Ms. LOIS FRANKEL of Florida, Mrs. WATSON COLEMAN, Mrs. TORRES of California, Mr. CASE, Mr. MORELLE, Mr. LEVIN, Ms. DEAN of Pennsylvania, Ms. ESCOBAR, Mr. MRVAN, and Mr. IVEY) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend title 5, United States Code, to require certain executive branch employees to complete annual training on appropriations law, 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 Appropriations Com-
5 pliance and Training Act”.

1 **SEC. 2. MANDATORY APPROPRIATIONS LAW TRAINING.**

2 (a) IN GENERAL.—Chapter 41 of title 5, United
3 States Code, is amended by inserting after section 4105
4 the following new section (and conforming the table of
5 contents at the beginning of such chapter accordingly):

6 **“§ 4106. Mandatory appropriations law training**

7 “(a) TRAINING.—

8 “(1) IN GENERAL.—The head of each agency
9 shall require any employee occupying a covered posi-
10 tion at the agency to complete an annual training
11 course on appropriations law.

12 “(2) TIMING.—With respect to any employee
13 occupying a covered position on the date of the en-
14 actment of this section, such training shall be com-
15 pleted not later than 1 year after such date and an-
16 nually thereafter. With respect to any individual ap-
17 pointed to a covered position after such date of en-
18 actment, such training shall be completed not later
19 than 60 days after such appointment and annually
20 thereafter.

21 “(b) COURSE REQUIREMENTS.—

22 “(1) IN GENERAL.—For purposes of carrying
23 out the requirements of this section, the head of
24 each agency shall—

1 “(A) use the appropriations law training
2 course offered by the Government Account-
3 ability Office;

4 “(B) establish an appropriations law train-
5 ing course within the agency; or

6 “(C) use an appropriations law training
7 course offered by any other agency or con-
8 tractor.

9 “(2) REQUIREMENTS.—If the head of an agen-
10 cy establishes a training course under paragraph
11 (1)(B) or uses a training course offered by an agen-
12 cy or contractor under paragraph (1)(C), such
13 course may not be implemented or used without
14 prior approval of the Director of the Office of Man-
15 agement and Budget and the Comptroller General.
16 Any such course shall at a minimum provide train-
17 ing on the following:

18 “(A) The constitutional and statutory
19 framework governing the obligation and expend-
20 iture of appropriated funds, including the role
21 of Congress and its power of the purse, the role
22 of the Office of Management and Budget, and
23 the role of executive agencies in the appropria-
24 tions process;

1 “(B) Section 1301 of title 31 (commonly
2 referred to as the ‘Purpose Statute’).

3 “(C) Sections 1341, 1342, and 1511
4 through 1519 of title 31 (commonly referred to
5 as the ‘Antideficiency Act’).

6 “(D) The bona fide needs rule, including
7 section 1502 of title 31.

8 “(E) The Impoundment Control Act of
9 1974 (parts A and B of title X of the Congres-
10 sional Budget and Impoundment Control Act of
11 1974).

12 “(F) A comprehensive review of the direc-
13 tion provided in the current fiscal year’s appro-
14 priation Act and accompanying report or ex-
15 planatory statement (if any) relevant to the em-
16 ploying agency.

17 “(G) All possible penalties an employee
18 may be subject to for violating appropriations
19 law.

20 “(H) Any other relevant statutory or regu-
21 latory provisions concerning the proper use of
22 appropriated funds.

23 “(c) CERTIFICATION.—The head of each agency shall
24 submit an annual report to the Office of Management and
25 Budget listing each employee who has completed such

1 training. The head shall make a permanent notation in
2 the employee's official personnel record file each time such
3 employee completes such training.

4 “(b) NONCOMPLIANCE.—

5 “(1) IN GENERAL.—If an employee fails to
6 complete the required training under this section,
7 after 45 days of noncompliance—

8 “(A) such employee—

9 “(i) shall be suspended from super-
10 visory authority over budget execution or
11 financial decision making, including obliga-
12 tion of funds; and

13 “(ii) may not, notwithstanding any
14 other provision of law, receive any perform-
15 ance bonus or increase in basic rate of pay;
16 and

17 “(B) the head of the agency shall place a
18 notation of such noncompliance in the employ-
19 ee's official personnel record file.

20 “(2) ADDITIONAL PENALTIES.—If an employee
21 remains in noncompliance after 60 days, such em-
22 ployee shall be suspended from accessing any agency
23 information technology systems and computer net-
24 works, including email and financial management

1 systems, until the employee completes the required
2 training under this section.

3 “(c) AGENCY ACCOUNTABILITY.—The head of each
4 agency shall be responsible for ensuring each employee oc-
5 cupying a covered position is in compliance with this sec-
6 tion. Not later than 1 year after the date of the enactment
7 of this section and annually thereafter, the head of each
8 agency shall publish, on the agency’s public website, statis-
9 tics regarding compliance by such employees with the
10 training required by this section.

11 “(d) DEFINITION OF COVERED POSITION.—In this
12 section, the term ‘covered position’ means—

13 “(1) any position within the executive branch of
14 the Government that is classified at or above grade
15 11 of the General Schedule (or equivalent);

16 “(2) any political position (as that term is de-
17 fined in section 4(a) of Public Law 114–136); and

18 “(3) any Senior Executive Service position (as
19 that term is defined in section 3132(a)).”.

20 (b) IMPLEMENTATION.—

21 (1) GUIDANCE.—Not later than 90 days after
22 the date of the enactment of this Act, the Director
23 of the Office of Personnel Management, in consulta-
24 tion with the Comptroller General, shall issue imple-
25 mentation guidance and maintain a list of approved

1 providers of training required by section 4106 of
2 title 5, United States Code (as added by subsection
3 (a)).

4 (2) AGENCY COMPLIANCE PLANS.—Not later
5 than 120 days after the date of the enactment of
6 this Act, the head of each executive branch agency
7 shall submit to the Office of Management and Budg-
8 et a plan for implementing the training required by
9 such section 4106.

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