

119TH CONGRESS  
1ST SESSION

# H. R. 428

To amend title 5, United States Code, to enhance the authority under which Federal agencies may pay cash awards to employees for making cost saving disclosures, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 15, 2025

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

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## A BILL

To amend title 5, United States Code, to enhance the authority under which Federal agencies may pay cash awards to employees for making cost saving disclosures, 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 “Bonuses for Cost-Cut-  
5 ters Act of 2025”.

6 **SEC. 2. COST SAVINGS ENHANCEMENTS.**

7 (a) DEFINITIONS.—Section 4511 of title 5, United  
8 States Code, is amended—

1 (1) in the section heading, by striking “**Defi-**  
2 **nition**” and inserting “**Definitions**”; and

3 (2) in subsection (a)—

4 (A) by striking the period at the end and  
5 inserting “; and”;

6 (B) by striking “this subchapter, the  
7 term” and inserting the following: “this sub-  
8 chapter—

9 “(1) the term”; and

10 (C) by adding at the end the following:

11 “(2) the term ‘wasteful expenses’ means  
12 amounts made available for salaries and expenses  
13 accounts, operations and maintenance accounts, or  
14 other equivalent accounts—

15 “(A) that are identified by an employee of  
16 the agency under section 4512(a) as wasteful;  
17 and

18 “(B) that the Chief Financial Officer of  
19 the agency determines are not required for the  
20 purpose for which the amounts were made  
21 available.”.

22 (b) **AUTHORITY**.—Section 4512 of title 5, United  
23 States Code, is amended—

24 (1) in subsection (a)—

1 (A) by inserting “The head of an agency  
2 may pay a cash award to any employee of such  
3 agency whose identification of wasteful expenses  
4 to the Chief Financial Officer of the agency has  
5 resulted in cost savings for the agency.” after  
6 the first sentence;

7 (B) in paragraph (1) by striking  
8 “\$10,000” and inserting “\$20,000”;

9 (C) in paragraph (2)—

10 (i) by inserting “Chief Financial Offi-  
11 cer,” after “Inspector General,”;

12 (ii) by striking “employee designated  
13 under subsection (b)” and inserting “des-  
14 ignated employee”; and

15 (iii) by inserting “or identification”  
16 after “disclosure”; and

17 (D) in the matter following paragraph  
18 (2)—

19 (i) by inserting “, Chief Financial Of-  
20 ficer,” after “Inspector General”; and

21 (ii) by inserting “or identification”  
22 after “disclosure”;

23 (2) in subsection (b) by striking “awards per-  
24 mitted under this section” and inserting “awards for

1 the disclosure of fraud, waste, or mismanagement  
2 under this section”; and

3 (3) by adding at the end the following:

4 “(c)(1) If the Chief Financial Officer of the agency  
5 determines that potential wasteful expenses identified by  
6 an employee meet the requirements of section  
7 4511(a)(2)(B), the head of the agency shall notify the  
8 President for purposes of proposing the expenses for re-  
9 scission under title X of the Congressional Budget and  
10 Impoundment Control Act of 1974 (2 U.S.C. 681 et seq.).

11 “(2) In the case of an agency for which there is no  
12 Chief Financial Officer, the head of the agency shall des-  
13 ignate an agency employee who shall have the authority  
14 to make the determinations for identification of wasteful  
15 expenses under this section.

16 “(d) The head of each agency shall make available,  
17 along with, and in the same manner and form as, the pro-  
18 vision of information required under section 1116 of title  
19 31, information on disclosures of wasteful expenses under  
20 this section, including—

21 “(1) a description of each disclosure of possible  
22 wasteful expenses identified by an employee and de-  
23 termined by the agency to have merit; and

24 “(2) the number and amount of cash awards  
25 provided by the agency under subsection (a).

1 “(e) An individual may not receive a cash award  
2 under this subchapter if the individual is—

3 “(1) an officer or employee of the Office of the  
4 Inspector General of an agency; or

5 “(2) ineligible for a cash award under section  
6 4509.

7 “(f) The Director of the Office of Personnel Manage-  
8 ment shall—

9 “(1) ensure that the cash award program of  
10 each agency complies with this section; and

11 “(2) submit to Congress an annual certification  
12 indicating whether the cash award program of each  
13 agency complies with this section.

14 “(g) Not later than 3 years after the date of enact-  
15 ment of the Bonuses for Cost-Cutters Act of 2025, and  
16 every 3 years thereafter for 6 years, the Comptroller Gen-  
17 eral of the United States shall submit to Congress a report  
18 on the operation of the cost savings and awards program  
19 under this section, including any recommendations for leg-  
20 islative changes.”.

21 (c) TECHNICAL AND CONFORMING AMENDMENT.—  
22 The table of sections for subchapter II of chapter 45 of  
23 title 5, United States Code, is amended by striking the  
24 item relating to section 4511 and inserting the following:

“4511. Definitions and general provisions.”.