

H.R. 1433, DHS MORALE Act

As passed by the House of Representatives on April 1, 2019

Millions of Dollars	2019	2019-2024	2019-2029
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Deficit Effect	0	0	0
Spending Subject to Appropriation (Outlays)	0	1	n.e.
Pay-as-you-go procedures apply?	No	Mandate Effects	
Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2030?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No
n.e. = not estimated			

H.R. 1433 would direct the Department of Homeland Security (DHS) to develop a plan to improve employee morale and enhance communications within the department. The act also would require the Government Accountability Office (GAO) to investigate and assess the consistency and fairness of disciplinary actions imposed on DHS employees.

The DHS office of the Chief Human Capital Officer currently carries out activities to bolster employee morale and improve communications; that office spends about \$70 million annually. Using information from DHS and the costs of similar activities, CBO estimates that implementing the act's provisions would cost about \$1 million in fiscal year 2020 for the GAO report and a few additional DHS administrative tasks. Such spending would be subject to the availability of appropriated funds.

The CBO staff contact for this estimate is Mark Grabowicz. The estimate was reviewed by H. Samuel Papenfuss, Deputy Assistant Director for Budget Analysis.