

119TH CONGRESS
1ST SESSION

H. R. 3093

To provide hiring preference to certain career Federal employees involuntarily removed from the civil service, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 30, 2025

Mr. BEYER (for himself, Ms. MOORE of Wisconsin, Mr. SUBRAMANYAM, Ms. TLAIB, Mr. COHEN, Ms. ELFRETH, Ms. SEWELL, Ms. NORTON, Mr. DAVID SCOTT of Georgia, and Ms. PINGREE) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To provide hiring preference to certain career Federal employees involuntarily removed from the civil service, 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 “Restoring Employment
5 and Hiring Incentives for Removed Employees Act” or the
6 “REHIRE Act”.

1 **SEC. 2. HIRING PREFERENCE FOR CERTAIN CAREER FED-**
2 **ERAL EMPLOYEES INVOLUNTARILY RE-**
3 **MOVED.**

4 (a) IN GENERAL.—Any Federal employee involun-
5 tarily removed from the civil service during the period be-
6 ginning on January 1, 2025, and ending on January 1,
7 2027, shall—

8 (1) be deemed to be a preference eligible for
9 purposes of appointments to positions in the com-
10 petitive service; and

11 (2) shall be entitled to 5 additional points above
12 their earned rating for purposes of section 3309 of
13 title 5, United States Code.

14 (b) APPLICATION.—The authority under subsection
15 (a) shall—

16 (1) not apply to—

17 (A) any individual removed from a political
18 position;

19 (B) any individual involuntarily separated
20 on clearly documented charges of misconduct or
21 delinquency; or

22 (C) any individual involuntarily separated
23 and whose most recent performance review
24 prior to such separation was unacceptable or
25 less than fully successful, provided that such re-
26 view is clearly documented; and

1 (2) expire on the date that is 5 years after the
2 date of the enactment of this section.

3 (c) DEFINITIONS.—In this section—

4 (1) the term “civil service” has the meaning
5 given that term in section 2101 of title 5, United
6 States Code;

7 (2) the term “competitive service” has the
8 meaning given that term in section 2102 of such
9 title;

10 (3) the term “political position” means—

11 (A) a position described under sections
12 5312 through 5316 of such title (relating to the
13 Executive Schedule);

14 (B) a noncareer appointee (as that term is
15 defined in section 3132(a) of such title); or

16 (C) a position in the executive branch of
17 the Government of a confidential or policy-de-
18 termining character under schedule C of sub-
19 part C of part 213 of title 5, Code of Federal
20 Regulations; and

21 (4) the term “preference eligible” has the
22 meaning given that term in section 2108(3) of title
23 5, United States Code.

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