

119TH CONGRESS
2D SESSION

H. R. 7102

To amend title 5, United States Code, to require Federal civilian career employees to pass a citizenship test as a condition of employment, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 15, 2026

Mr. HAMADEH of Arizona 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 Federal civilian career employees to pass a citizenship test as a condition of employment, 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 “Federal Workforce
5 Civics Competency and Accountability Act”.

1 **SEC. 2. REQUIRING FEDERAL CIVILIAN CAREER EMPLOY-**
2 **EES TO PASS CITIZENSHIP TEST AS CONDI-**
3 **TION OF EMPLOYMENT.**

4 Subchapter I of chapter 33 of title 5, United States
5 Code, is amended by adding at the end the following new
6 section (and conforming the table of contents at the begin-
7 ning of such chapter accordingly):

8 **“§ 3330g. Career employees; citizenship test require-**
9 **ment**

10 “(a) APPOINTMENT.—An individual who fails to pass
11 the citizenship test shall be ineligible for appointment—

12 “(1) to a position in the competitive service; or

13 “(2) as a career appointee.

14 “(b) CURRENT EMPLOYEES.—Not later than 1 year
15 after the date of the enactment of the Federal Workforce
16 Civics Competency and Accountability Act, as a condition
17 of continued employment, each individual who is a career
18 employee on such date of enactment shall take the citizen-
19 ship test.

20 “(c) ANNUAL TESTING.—

21 “(1) IN GENERAL.—As a condition of continued
22 employment, each career employee shall take the
23 citizenship test annually.

24 “(2) RE-TEST.—If a career employees receives
25 a failing grade on any annual test under paragraph

1 (1), such career employee shall take a citizenship
2 test consisting of all questions on such test.

3 “(3) DISCIPLINE.—A career employee may be
4 subject to disciplinary action, up to and including re-
5 moval, for failing to pass the full citizenship test
6 under paragraph (2).

7 “(d) FORMAT.—The citizenship test administered
8 pursuant to—

9 “(1) subsection (a), (b), or (c)(2) shall consist
10 of all questions on such test; and

11 “(2) subsection (c)(1) shall consist of 20 ques-
12 tions, randomly selected, from the full citizenship
13 test.

14 “(e) PASSING GRADE.—An individual shall be
15 deemed to have passed the citizenship test administered
16 pursuant to—

17 “(1) subsection (a), (b), or (c)(2) if such indi-
18 vidual answers at least 90 percent of the questions
19 on the test correctly; and

20 “(2) subsection (c)(1) if such employee answers
21 15 out of 20 questions on such test correctly.

22 “(f) ADMINISTRATION.—

23 “(1) OPM.—The Office of Personnel Manage-
24 ment, in consultation with the U.S. Citizenship and
25 Immigration Services, shall administer the citizen-

1 ship test under this section, in such form as the Of-
2 fice considers appropriate.

3 “(2) SYSTEM.—The Office shall establish and
4 maintain a website and other necessary electronic
5 systems to maintain records and other necessary in-
6 formation regarding the citizenship test.

7 “(3) STUDY MATERIALS.—The Office, in con-
8 sultation with the U.S. Citizenship and Immigration
9 Services, shall provide career employees and appli-
10 cants for employment access to official study mate-
11 rials and online training resources for purposes of
12 taking the citizenship test under this section.

13 “(4) REPORT.—The Office shall submit an an-
14 nual report to Congress detailing agency compliance
15 rates, test results, and any disciplinary actions taken
16 under this section.

17 “(g) DEFINITIONS.—In this section—

18 “(1) the term ‘career appointee’ has the mean-
19 ing given that term in section 3132(a) of this title;

20 “(2) the term ‘career employee’—

21 “(A) means—

22 “(i) an employee occupying a position
23 in the competitive service; and

24 “(ii) any career appointee; and

1 “(B) does not include any civil service po-
2 sition that is excepted from the competitive
3 service because of its confidential or policy-mak-
4 ing character; and

5 “(3) the term ‘citizenship test’ means the test
6 administered for purposes of determining eligibility
7 for naturalization of an alien in accordance with sec-
8 tion 312(a)(2) of the Immigration and Nationality
9 Act.”.

○