

2026 SESSION

HOUSE SUBSTITUTE

26105902D

HOUSE BILL NO. 494

AMENDMENT IN THE NATURE OF A SUBSTITUTE (Proposed by the House Committee on General Laws on February 3, 2026)

(Patron Prior to Substitute—Delegate Guzman)

A BILL to amend the Code of Virginia by adding a section numbered 2.2-2903.01, relating to Virginia Personnel Act; hiring preference in state government; certain former federal employees.

Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding a section numbered 2.2-2903.01 as follows:

§ 2.2-2903.01. Hiring preference for certain former federal employees.

A. In a manner consistent with federal and state law, if any person who is a resident of the Commonwealth and who has been terminated from a position of employment with the federal government on or after January 1, 2025, due to a reduction in the federal budget, initiatives put in place by the federal Department of Government Efficiency, or any other effort deemed unrelated to a violation in the workplace, workplace performance, or a dereliction of duty applies for employment with the Commonwealth, such person shall be given preference during the selection process, provided that such person meets all of the knowledge, skill, and ability requirements for the available position.

B. The provisions of this section shall not be construed to require the selection of any applicant or to create an entitlement to employment.

2. That the provisions of this act shall expire on January 21, 2029.

HOUSE SUBSTITUTE

HB494H1