

HOUSE BILL NO. 494

AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the House Committee on Appropriations)

on _____)

(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.

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

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

21 C. On or before January 1 of each year, the Department of Human Resource Management shall submit a
22 report to the Governor and the General Assembly that includes the number of job applications submitted by
23 candidates who self-identified as former federal employees whose status may be considered as provided in
24 subsection A, as well as the number of jobs offered to such candidates.

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

26 3. The Department of Human Resource Management shall modify the state employment application
27 system to permit an applicant for an open position to (i) self-identify as a former federal employee
28 whose former federal employee status may be considered under the provisions of this act, and (ii)
29 indicate if they have documentation to verify such status.