

26107309D

**HOUSE BILL NO. 494**

**AMENDMENT IN THE NATURE OF A SUBSTITUTE**

(Proposed by the House Committee on Appropriations

on February 9, 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's status as a former federal employee may be given consideration 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.*

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

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

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

HOUSE SUBSTITUTE

HB494H2