

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

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

4 [H 494]
5 Approved

6 **Be it enacted by the General Assembly of Virginia:**

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

8 **§ 2.2-2903.01. *Hiring preference for certain former federal employees.***

9 *A. In a manner consistent with federal and state law, if any person who was terminated from a position of*
10 *employment with the federal government on or after January 1, 2025, due to a reduction in the federal budget*
11 *or initiatives put in place by the federal Department of Government Efficiency, applies for employment with*
12 *the Commonwealth, such person's status as a former federal employee and such prior federal employment*
13 *may be given consideration for employment with the Commonwealth, provided that such person meets all of*
14 *the knowledge, skill, and ability requirements for the available position.*

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

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

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

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

ENROLLED

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