

VIRGINIA ACTS OF ASSEMBLY - 2026 SESSION

CHAPTER 154

An Act 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.

[H 494]

Approved April 6, 2026

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 was terminated from a position of employment with the federal government on or after January 1, 2025, due to a reduction in the federal budget or initiatives put in place by the federal Department of Government Efficiency, applies for employment with the Commonwealth, such person's status as a former federal employee and such prior federal employment may be given consideration for employment with the Commonwealth, 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. That 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.