

119TH CONGRESS
1ST SESSION

H. R. 3853

To eliminate wasteful bureaucracies, modernize government operations, reduce regulatory overreach, and strengthen accountability and efficiency across the Federal workforce, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 9, 2025

Mr. STEUBE introduced the following bill; which was referred to the Committee on Oversight and Government Reform, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To eliminate wasteful bureaucracies, modernize government operations, reduce regulatory overreach, and strengthen accountability and efficiency across the Federal workforce, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Government
5 Reform Act of 2025”.

1 **SEC. 2. FEDERAL GOVERNMENT OPERATIONS.**

2 (a) **ELIMINATION OF THE FEDERAL EXECUTIVE IN-**
3 **STITUTE.**—Not later than 90 days after the date of the
4 enactment of this Act, the Director of the Office of Per-
5 sonnel Management shall permanently close the Federal
6 Executive Institute located in Charlottesville, Virginia,
7 and beginning on the date of such closure, no Federal
8 funds may be obligated or expended for any activities of
9 the Institute.

10 (b) **PROBATIONARY PERIOD.**—

11 (1) **IN GENERAL.**—Notwithstanding any other
12 provision of law, rule, or regulation, the first year of
13 service of an employee who is given a career or ca-
14 reer-conditional appointment in the competitive serv-
15 ice under the Civil Service Regulations is a proba-
16 tionary period when the employee—

17 (A) was appointed from a competitive list
18 of eligibles; or

19 (B) was reinstated (including reinstatement
20 from a Reinstatement Priority List), un-
21 less during any period of service that affords a
22 current basis for reinstatement the employee
23 completed a probationary period of at least 1
24 year or served with competitive status under an
25 appointment that did not require a proba-
26 tionary period; provided that the date of rein-

1 statement begins a new 12-month probationary
2 period if one is required under this subsection.

3 (2) CERTIFICATION.—An individual shall not
4 complete any probationary period under this sub-
5 section unless the employing agency certifies, within
6 the 30-day period prior to the conclusion of period,
7 that the continued employment of the individual is
8 in the public interest. If such certification is not
9 made, the employee shall be separated from the civil
10 service.

11 (3) NEW POSITION.—A person who is required
12 to go through a probationary period and then is
13 transferred, promoted, demoted, or reassigned in ac-
14 cordance with the Civil Service Regulations before he
15 or she completes such period is required to complete
16 the remainder of the probationary period in the new
17 position.

18 (4) USPS.—Upon noncompetitive appointment
19 to the competitive service under title 39, United
20 States Code, an employee of the Postal Career Serv-
21 ice (including a substitute or part-time flexible em-
22 ployee) who has not completed 1 year of Postal serv-
23 ice shall serve the remainder of a 1-year proba-
24 tionary period in the new agency.

1 (5) SPECIAL APPOINTING AUTHORITY OR CON-
2 VERSION.—A person who is appointed to the com-
3 petitive service either by a special appointing author-
4 ity or by conversion to a career or career-conditional
5 appointment under the Civil Service Regulations
6 must serve a 1-year probationary period unless spe-
7 cifically exempt from such period by the special ap-
8 pointing authority itself.

9 (6) SUPERVISORS AND MANAGERS.—Employees
10 promoted, transferred, or otherwise assigned, for the
11 first time, to supervisory or managerial positions
12 shall be required to serve a probationary period
13 under terms and conditions prescribed by the Office
14 of Personnel Management. If an employee is re-
15 quired to concurrently serve both a probationary pe-
16 riod in a supervisory or managerial position under
17 subpart I of part 315 of title 5, Code of Federal
18 Regulations, and a probationary or trial period fol-
19 lowing initial appointment or reinstatement under
20 this Civil Service Rule, the latter takes precedence
21 and fulfills the requirements of this paragraph.

22 (c) REDUCING OVERCRIMINALIZATION IN FEDERAL
23 REGULATIONS.—

24 (1) AGENCY REPORTS TO OIRA.—Not later than
25 one year after the date of the enactment of this Act,

1 the head of each agency shall submit to the Admin-
2 istrator of the Office of Information and Regulatory
3 Affairs a report that—

4 (A) identifies any regulation that imposes
5 a criminal penalty without clear statutory au-
6 thority; and

7 (B) makes recommendations about the re-
8 peal or revision of any such regulation.

9 (2) RESTRICTION ON CRIMINAL PENALTIES IN
10 REGULATIONS.—The head of an agency may not
11 issue any regulation that includes a criminal penalty
12 unless that same penalty or the specifics of that pen-
13 alty has been described in statute.

14 (d) EFFICIENCY IN RULE PUBLICATION AND DIG-
15 ITAL MODERNIZATION.—

16 (1) DIGITIZATION AND AUTOMATION OF SYS-
17 TEMS REQUIRED.—The Archivist of the United
18 States, acting through the Director of the Federal
19 Register, shall digitize and automate internal proc-
20 esses to reduce publication delays and dependence on
21 outdated systems. In this paragraph, the term “out-
22 dated system” means a system that another agency
23 has demonstrated the ability to perform digital and
24 automated services in a timely manner.

1 (2) BENCHMARKS.—Not later than 90 days
2 after the date of the enactment of this Act, the Ar-
3 chivist of the United States, acting through the Di-
4 rector of the Federal Register, shall establish per-
5 formance benchmarks to ensure publication of any
6 proposed or final rule within the applicable statutory
7 deadline or within 24 hours after the date on which
8 any such rule is received by the Director.

9 (3) ANNUAL COMPLIANCE REPORT.—Not later
10 than one year after the date of the enactment of this
11 Act, and annually thereafter, the Archivist of the
12 United States, acting through the Director of the
13 Federal Register, shall submit to Congress a report
14 on compliance with this subsection that includes av-
15 erage processing times and modernization progress.

16 **SEC. 3. MODERNIZING PAYMENTS TO AND FROM THE**
17 **TREASURY.**

18 (a) IN GENERAL.—The Secretary of the Treasury
19 shall develop and implement new technologies and part-
20 nerships to improve the speed, security, and transparency
21 of payments made to and from the Treasury.

22 (b) REQUIREMENTS.—The new technologies and
23 partnerships developed and implemented under subsection
24 (a) shall—

1 (1) reduce reliance on paper-based transactions
2 and information technology systems created before
3 the year 2000; and

4 (2) provide secure digital payment infrastruc-
5 ture for persons, businesses, and agencies.

6 **SEC. 4. IMPLEMENTATION AND OVERSIGHT.**

7 (a) OVERSIGHT BY OMB.—The Director of the Of-
8 fice of Management and Budget shall oversee agency im-
9 plementation of this Act.

10 (b) AGENCY COMPLIANCE UPDATES.—The head of
11 each agency affected by this Act shall submit to the Direc-
12 tor of the Office of Management and Budget a quarterly
13 update on any update, reform, and efficiency as a result
14 of this Act.

15 (c) IMPLEMENTATION REPORT REQUIRED.—Not
16 later than 180 days after the date of the enactment of
17 this Act, the Director of the Office of Management and
18 Budget shall submit to Congress a comprehensive imple-
19 mentation report on each agency affected by the require-
20 ments of this Act.

21 **SEC. 5. AGENCY; RULE DEFINED.**

22 In this Act, the terms “agency” and “rule” have the
23 meaning given those terms in section 551 of title 5, United
24 States Code.

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