

119TH CONGRESS
1ST SESSION

S. 591

To reform the Federal hiring process, to restore merit to Government service,
and for other purposes.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 13, 2025

Mr. SCOTT of Florida (for himself, Mrs. BLACKBURN, Mrs. HYDE-SMITH, and
Mr. TUBERVILLE) introduced the following bill; which was read twice and
referred to the Committee on Homeland Security and Governmental Af-
fairs

A BILL

To reform the Federal hiring process, to restore merit to
Government service, 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 “Restore Merit to Gov-
5 ernment Service Act of 2025”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) ADMINISTRATOR.—The term “Adminis-
9 trator” means the Administrator of the U.S. DOGE

1 Service Temporary Organization, or the head of any
 2 successor organization.

3 (2) AGENCY.—The term “agency” means the
 4 following:

5 (A) Each of the Executive departments.

6 (B) The Environmental Protection Agency.

7 (C) The Office of Management and Budget-

8 et.

9 (D) The Small Business Administration.

10 (E) The Social Security Administration.

11 (F) The National Science Foundation.

12 (G) The Office of Personnel Management.

13 (H) The General Services Administration.

14 (3) EXECUTIVE DEPARTMENTS.—The term
 15 “Executive departments” has the meaning given the
 16 term in section 101 of title 5, United States Code.

17 (4) PLAN.—The term “Plan” means the Fed-
 18 eral Hiring Plan developed under section 4(a).

19 (5) SENIOR EXECUTIVE SERVICE POSITION.—
 20 The term “Senior Executive Service position” has
 21 the meaning given the term in section 3132(a) of
 22 title 5, United States Code.

23 **SEC. 3. FINDINGS.**

24 Congress finds the following:

1 (1) The people of the United States deserve an
2 excellent and efficient Federal workforce that at-
3 tracts the highest caliber of civil servants committed
4 to achieving the freedom, prosperity, and democratic
5 rule promoted by the Constitution of the United
6 States.

7 (2) As of the date of enactment of this Act, the
8 appointment practices of the Federal Government
9 are broken, insular, and outdated and no longer
10 focus on merit, practical skill, and dedication to the
11 Constitution of the United States.

12 (3) Appointments in the Federal Government
13 should not be focused on impermissible factors, such
14 as a commitment to—

15 (A) illegal racial discrimination under the
16 guise of “equity”; or

17 (B) the invented concept of “gender iden-
18 tity” over sex.

19 (4) Inserting factors described in paragraph (3)
20 into the Federal appointment process subverts the
21 will of the people of the United States, puts critical
22 Government functions at risk, and risks losing the
23 best-qualified candidates.

1 **SEC. 4. FEDERAL HIRING PLAN.**

2 (a) IN GENERAL.—Not later than 120 days after the
 3 date of enactment of this Act, the Assistant to the Presi-
 4 dent for Domestic Policy, in consultation with the Director
 5 of the Office of Management and Budget, the Director of
 6 the Office of Personnel Management, and the Adminis-
 7 trator, shall develop and submit to the head of each agency
 8 a Federal Hiring Plan that brings to the Federal work-
 9 force only highly skilled people of the United States who
 10 are dedicated to the furtherance of the ideals, values, and
 11 interests of the United States.

12 (b) CONTENTS.—The Plan shall—

13 (1) prioritize the recruitment, by agencies, of
 14 individuals who are—

15 (A) committed to—

16 (i) improving the efficiency of the
 17 Federal Government; and

18 (ii) upholding the rule of law and the
 19 Constitution of the United States; and

20 (B) passionate about the ideals of the
 21 United States;

22 (2) prevent the appointment, by an agency, of
 23 any individual—

24 (A) based on the race, sex, or religion of
 25 the individual; or

1 (B) who is unwilling to defend the Con-
2 stitution of the United States or faithfully serve
3 the executive branch of the Federal Govern-
4 ment;

5 (3) implement, to the greatest extent possible,
6 technical and alternative assessments described in
7 subparagraphs (A) and (B), respectively, of section
8 3304(c)(2) of title 5, United States Code, for use by
9 agencies;

10 (4) establish that the amount of time to appoint
11 an individual to a position in an agency shall be less
12 than 80 days, as measured from the date on which
13 the agency first lists the position;

14 (5) improve communication with candidates for
15 positions in agencies to provide greater clarity re-
16 garding application status, timelines, and feedback,
17 including by providing regular updates on the
18 progress of applications and explanations of appoint-
19 ment decisions, where appropriate;

20 (6) integrate modern technology to support the
21 recruitment and selection process at agencies, in-
22 cluding—

23 (A) through the use of data analytics to
24 identify trends, gaps, and opportunities with re-
25 spect to appointments; and

1 (B) by leveraging digital platforms to im-
 2 prove candidate engagement;

3 (7) ensure that the heads of agencies, or the
 4 designees of those agency heads, are active partici-
 5 pants in implementing the processes established by
 6 the Plan throughout the appointment process;

7 (8) include particularized a plan for each agen-
 8 cy to improve the allocation of Senior Executive
 9 Service positions within the agency to best facilitate
 10 democratic leadership, as required by law, within the
 11 agency; and

12 (9) provide specific best practices for the
 13 human resources functions within each agency,
 14 which the head of each agency shall implement with
 15 advice and recommendations, as appropriate, from
 16 the Administrator.

17 **SEC. 5. ACCOUNTABILITY AND REPORTING.**

18 The Director of the Office of Personnel Management
 19 shall—

20 (1) establish clear performance metrics to
 21 evaluate the success of the Plan;

22 (2) on a regular basis, request analysis from
 23 the heads of agencies in order to perform the evalua-
 24 tions required under paragraph (1); and

1 (3) consult with the heads of agencies, labor or-
2 ganizations, and other stakeholders to monitor
3 progress with respect to the implementation of the
4 Plan and ensure that the Plan is meeting the needs
5 of candidates and agencies.

6 **SEC. 6. GENERAL PROVISIONS.**

7 (a) **RULE OF CONSTRUCTION.**—Nothing in this Act
8 may be construed to impair or otherwise affect—

9 (1) the functions of the Director of the Office
10 of Management and Budget relating to budgetary,
11 administrative, or legislative proposals; or

12 (2) the functions of the Board of Governors of
13 the Federal Reserve System or the Federal Open
14 Market Committee relating to the conduct of mone-
15 tary policy.

16 (b) **IMPLEMENTATION.**—This Act shall be imple-
17 mented consistent with applicable law and subject to the
18 availability of appropriations.

19 (c) **NO CREATION OF RIGHTS OR BENEFITS.**—This
20 Act is not intended to, and does not, create any right or
21 benefit, substantive or procedural, enforceable at law or
22 in equity by any party against the United States, any
23 agency of the United States, any employee of the United

- 1 States, any agent of the United States, or any other per-
- 2 son.

