

## S 4911

Hiring Proven Performers to the Civil Service Act

**Congress:** 117 (2021–2023, Ended)

**Chamber:** Senate

**Policy Area:** Government Operations and Politics

**Introduced:** Sep 21, 2022

**Current Status:** Read twice and referred to the Committee on Homeland Security and Governmental Affairs.

**Latest Action:** Read twice and referred to the Committee on Homeland Security and Governmental Affairs. (Sep 21, 2022)

**Official Text:** <https://www.congress.gov/bill/117th-congress/senate-bill/4911>

### Sponsor

**Name:** Sen. Lankford, James [R-OK]

**Party:** Republican • **State:** OK • **Chamber:** Senate

### Cosponsors

*No cosponsors are listed for this bill.*

### Committee Activity

Committee	Chamber	Activity	Date
Homeland Security and Governmental Affairs Committee	Senate	Referred To	Sep 21, 2022

### Subjects & Policy Tags

**Policy Area:**

Government Operations and Politics

### Related Bills

Bill	Relationship	Last Action
117 HR 3000	Related bill	Nov 9, 2021: Referred to the Subcommittee on Courts, Intellectual Property, and the Internet.

## Hiring Proven Performers to the Civil Service Act

This bill authorizes a federal agency to noncompetitively appoint certain high-performing federal employees.

Specifically, an agency may noncompetitively appoint, for other than temporary employment, to a position in the competitive service any individual who

- is certified by the Office of Personnel Management (OPM) as having been a high-performing employee in a former position in the competitive service;
- has been separated from the former position for less than six years; and
- is qualified for the new position in the competitive service, as determined by the head of the agency making the appointment.

An individual may not be appointed to such a position more than once.

OPM must set forth the criteria for certifying an individual as a high-performing employee in a former position based on (1) the individual's final performance appraisal in that former position, and (2) a recommendation by the individual's immediate or other supervisor in that position.

## Actions Timeline

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- **Sep 21, 2022:** Introduced in Senate
- **Sep 21, 2022:** Read twice and referred to the Committee on Homeland Security and Governmental Affairs.