

117TH CONGRESS  
1ST SESSION

# H. R. 356

To provide greater flexibility to agencies to make appointments to positions for which there is a severe shortage of candidates, and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

JANUARY 19, 2021

Mr. STEUBE introduced the following bill; which was referred to the Committee on Oversight and Reform

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## A BILL

To provide greater flexibility to agencies to make appointments to positions for which there is a severe shortage of candidates, 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 Hiring Im-  
5 provement Reform and Enforcement Act” or the “Federal  
6 HIRE Act”.

7 **SEC. 2. FEDERAL AGENCY APPOINTMENT FLEXIBILITY.**

8 (a) IN GENERAL.—Chapter 31 of title 5, United  
9 States Code, is amended by inserting after section 3116  
10 the following new section:

1 **“§ 3117. Agency appointment flexibility**

2       “(a) IN GENERAL.—The head of an agency may,  
3 without regard to the provisions of section 3304 and sec-  
4 tions 3309 through 3318, appoint a qualified individual  
5 to a position within the agency that is in the competitive  
6 service and for which the head of the agency determines  
7 that there is a severe shortage of candidates.

8       “(b) RULE OF CONSTRUCTION.—This provision shall  
9 not be construed as superseding or otherwise affecting any  
10 authority granted to the head of any agency under any  
11 other provision of law to make appointments without re-  
12 gard to a provision of chapter 33.

13       “(c) AGENCY DEFINED.—The term ‘agency’ has the  
14 meaning given such term under section 551.”.

15       (b) CLERICAL AMENDMENT.—The table of sections  
16 for chapter 31 of title 5, United States Code, is amended  
17 by inserting after the item related to section 3116 the fol-  
18 lowing item:

“3117. Agency appointment flexibility.”.

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