

rules were suspended and the bill was passed.

A motion to reconsider was laid on the table.

**SERGEANT MAJOR BILLY D. WAUGH POST OFFICE**

Mr. BURLISON. Mr. Speaker, I move to suspend the rules and pass the bill (S. 3946) to designate the facility of the United States Postal Service located at 1106 Main Street in Bastrop, Texas, as the "Sergeant Major Billy D. Waugh Post Office".

The Clerk read the title of the bill.

The text of the bill is as follows:

S. 3946

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

**SECTION 1. SERGEANT MAJOR BILLY D. WAUGH POST OFFICE.**

(a) DESIGNATION.—The facility of the United States Postal Service located at 1106 Main Street in Bastrop, Texas, shall be known and designated as the "Sergeant Major Billy D. Waugh Post Office".

(b) REFERENCES.—Any reference in a law, map, regulation, document, paper, or other record of the United States to the facility referred to in subsection (a) shall be deemed to be a reference to the "Sergeant Major Billy D. Waugh Post Office".

The SPEAKER pro tempore. Pursuant to the rule, the gentleman from Missouri (Mr. BURLISON) and the gentleman from Maryland (Mr. RASKIN) each will control 20 minutes.

The Chair recognizes the gentleman from Missouri.

**GENERAL LEAVE**

Mr. BURLISON. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to revise and extend their remarks and include extraneous material on this measure.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from Missouri?

There was no objection.

Mr. BURLISON. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise in support of this bill, which would rename a post office located in Texas in honor of Sergeant Major Billy D. Waugh.

Sergeant Major Waugh served for five decades as an Army paratrooper, Special Forces soldier, combat veteran, USPS mail handler, and CIA paramilitary operations officer. He passed away in April 2023.

I support naming a post office in honor of Sergeant Major Waugh, and I reserve the balance of my time.

Mr. RASKIN. Mr. Speaker, I yield myself such time as I may consume.

Just to complete a little bit of the portrait of Sergeant Major Waugh, which was begun by Mr. BURLISON, Sergeant Major Waugh also served in the Green Berets within the U.S. Army Special Forces in 1954.

When he retired from the Army, he returned to serve as a paramilitary officer within the CIA Special Activities Division. Waugh was one of the oldest

field operatives at the age of 71, providing critical intelligence and guidance to Afghan troops.

In his career, he earned a Silver Star, four Bronze Stars, eight Purple Hearts, and the CIA's Intelligence Star. He passed away in April 2023 at 93 years old.

The legislation would honor his legacy, his extraordinary more-than-50-year military career, and his dedication to the country by naming a post office after him in his hometown of Bastrop, Texas.

Mr. Speaker, I urge passage of the legislation, and I reserve the balance of my time.

Mr. BURLISON. Mr. Speaker, I yield 4 minutes to the gentleman from Texas (Mr. MCCAUL).

Mr. MCCAUL. Mr. Speaker, you and I just returned from Luxembourg to honor the veterans of World War II who fought in the Battle of the Bulge. I was there on behalf of the House of Representatives at the Speaker's request to honor the Greatest Generation and their sacrifices to defeat evil and ensure that freedom would persevere.

□ 1815

Those soldiers that braved the Nazi onslaught and the frozen forest of the Ardennes to liberate Europe are known as the Greatest Generation.

Sergeant Major Billy D. Waugh was part of that great generation. The service website military.com, using the colloquial name for Special Forces made famous during the Vietnam war, called Mr. Waugh, "the unparalleled godfather of the Green Berets," for his long years of service and numerous missions with them.

He led a lifelong commitment to his country from a young age. He understood, as Reagan did, that freedom is never more than one generation away from extinction. We didn't pass it to our children in the bloodstream. It must be fought for and protected.

Sergeant Major Waugh was born in 1929 and raised in Bastrop, Texas, in my district, and in 1945, after meeting two local United States Marines who returned from fighting World War II, the then 15-year-old Mr. Waugh was inspired to enlist in the Marine Corps.

Knowing that it was unlikely that he would be allowed to enlist in Texas due to his young age, Waugh decided to hitchhike to Los Angeles where he believed he only had to be 16 years of age.

He got as far as Las Cruces, New Mexico, before being turned around and sent back to Bastrop by a local police officer. That shows you the amount of patriotism this young 15-year-old had. Later, in 1948, he did enlist and serve his country as an Army paratrooper and Special Forces soldier until 1972.

Sergeant Major Waugh was no stranger to the front and served 7 years in combat during the Korean and Vietnam wars where he was shot multiple times. While in combat, he was part of a high-altitude, low-opening, or HALO, parachute assault, the first of its kind in military history.

For his service, Sergeant Major Waugh received dozens of military awards and medals, including the Silver Star, four Bronze Stars, a Presidential Unit Citation, and eight Purple Hearts for his combat wounds, placing him third on the list of most Purple Hearts ever received in the history of the United States military.

After retirement, he joined the United States Postal Service before again serving his country as a paramilitary operations officer in the Central Intelligence Agency where he pursued terrorists, including Carlos the Jackal and Osama Bin Laden.

Mr. Waugh never lost his sense of duty, patriotism, and his enduring love of freedom. At the age of 71 Mr. Waugh participated in Operation Enduring Freedom from October to December 2001 as a member of the CIA's Northern Alliance Liaison Team, which went into Afghanistan to work to topple the Taliban regime and al-Qaida at the Battle of Tora Bora.

Sergeant Major Billy D. Waugh passed away last year at the age of 93. He epitomized the American values of courage, patriotism, and self-sacrifice. Through his unparalleled life of service, he undoubtedly saved countless American lives and pushed back terrorism and evil around the world.

After a life of service to his country, it is only fitting that the post office located 1106 Main Street in Bastrop, Texas, be named after him.

Naming this post office after him is a testament to a life well lived and an opportunity for all Texans to pay homage to this great American hero.

I am inspired by him, as I know are all Americans. We are inspired that he is from Texas. I support this measure, and may God hold Sergeant Major Waugh in the palm of his hand.

Mr. RASKIN. Mr. Speaker, I have no further speakers, and I yield back the balance of my time.

Mr. BURLISON. Mr. Speaker, I encourage my House colleagues to support this bill honoring Sergeant Major Waugh, an American hero, and I yield back the balance of my time.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Missouri (Mr. BURLISON) that the House suspend the rules and pass the bill, S. 3946.

The question was taken; and (two-thirds being in the affirmative) the rules were suspended and the bill was passed.

A motion to reconsider was laid on the table.

**CHANCE TO COMPETE ACT OF 2024**

Mr. BURLISON. Mr. Speaker, I move to suspend the rules and pass the bill (S. 59) to implement merit-based reforms to the civil service hiring system that replace degree-based hiring with skills- and competency-based hiring.

The Clerk read the title of the bill.

The text of the bill is as follows:

S. 59

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

**SECTION 1. SHORT TITLE.**

This Act may be cited as the “Chance to Compete Act of 2024”.

**SEC. 2. DEFINITIONS.****(a) AMENDATORY DEFINITIONS.—**

(1) IN GENERAL.—Section 3304 of title 5, United States Code, is amended—

(A) by redesignating subsections (b) through (g) as subsections (h) through (m), respectively;

(B) by redesignating subsection (a) as subsection (b); and

(C) by inserting before subsection (b), as so redesignated, the following:

“(a) DEFINITIONS.—In this section:

“(1) AGENCY.—The term ‘agency’ means an Executive agency.

“(2) DIRECTOR.—The term ‘Director’ means the Director of the Office.

“(3) EXAMINATION.—The term ‘examination’ means the process by which an applicant demonstrates knowledge, skills, abilities, and competencies.

“(4) EXAMINING AGENCY.—The term ‘examining agency’ means—

“(A) the Office; or

“(B) an agency to which the Director has delegated examining authority under section 1104(a)(2).

“(5) OFFICE.—The term ‘Office’ means the Office of Personnel Management.

“(6) PASSING SCORE.—The term ‘passing score’ means a minimum acceptable score or rating, consistent with applicable law, that may include a quantitative or qualitative assessment that an applicant can pass or fail.

“(7) RELEVANT COMMITTEES.—The term ‘relevant committees’ means—

“(A) the Committee on Homeland Security and Governmental Affairs of the Senate; and

“(B) the Committee on Oversight and Accountability of the House of Representatives.

“(8) SUBJECT MATTER EXPERT.—The term ‘subject matter expert’ means an employee or selecting official—

“(A) who possesses an understanding of the duties of, and knowledge, skills, and abilities required for, the position for which the employee or selecting official is developing or administering an examination; and

“(B) whom the delegated examining unit of the examining agency that employs the employee or selecting official designates to assist in the development and administration of technical assessments.

“(9) TECHNICAL ASSESSMENT.—The term ‘technical assessment’ means a position-specific tool that is relevant to the position for which the tool is developed that—

“(A) allows for the demonstration of job-related skills, abilities, knowledge, and competencies;

“(B) is based upon a job analysis; and

“(C) does not solely include or principally rely upon a self-assessment from an automated examination.”.

**(2) TECHNICAL AND CONFORMING AMENDMENTS.—**

(A) TITLE 5, UNITED STATES CODE.—Part III of title 5, United States Code, is amended—

(i) in chapter 33—

(I) in section 3302(2), by striking “3304(a)”

and inserting “3304(b)”; and

(II) in section 3330a(a)(1)(B), by striking “3304(f)(1)” and inserting “3304(l)(1)”; and

(i) in section 9810(b), by striking “3304(b)” and inserting “3304(h)”.

(B) ACT TO ESTABLISH A COMMISSION ON SECURITY AND COOPERATION IN EUROPE.—Section 8(d)(2) of the Act entitled, “An Act to establish a Commission on Security and Cooperation in Europe”, approved June 3, 1976 (22 U.S.C. 3008(d)(2)) is amended by striking “3304(c)(1)” and inserting “3304(i)(1)”.

(C) U.S.-CHINA RELATIONS ACT OF 2000.—Section 308(e)(2) of the U.S.-China Relations Act of 2000 (22 U.S.C. 6918(e)(2)) is amended by striking “3304(c)(1)” and inserting “3304(i)(1)”.

(D) ENERGY INDEPENDENCE AND SECURITY ACT OF 2007.—Section 136(i)(1) of the Energy Independence and Security Act of 2007 (42 U.S.C. 17013(i)(1)) is amended by striking “3304(a)(3)” and inserting “3304(b)(3)”.

(E) SUBSECTION HEADINGS.—Section 3304 of title 5, United States Code, as amended by paragraph (1) of this subsection, is amended—

(i) in subsection (b), by striking “The President” and inserting “RULES.—The President”;

(ii) in subsection (h), by striking “An individual” and inserting “EXAMINATION OR EXCEPTION REQUIRED.—An individual”;

(iii) in subsection (i), by striking “(1) For the purpose” and inserting “TECHNICIANS.—(1) For the purpose”;

(iv) in subsection (j), by striking “The Office” and inserting “CONSIDERATION OF EXPERIENCE.—The office”;

(v) in subsection (k), by striking “Employees” and inserting “USE OF PUBLIC BUILDINGS.—Employees”; and

(vi) in subsection (l), by striking “(1) Preference eligibles or veterans” and inserting “PREFERENCE ELIGIBLES AND VETERANS.—(1) Preference eligibles or veterans”.

**(b) FREESTANDING DEFINITIONS.—In this Act—**

(1) each term that is defined in section 3304(a) of title 5, United States Code, as added by subsection (a) of this section, shall have the meaning given the term in such section 3304(a); and

(2) the term “competitive service” has the meaning given the term in section 2102 of title 5, United States Code.

**SEC. 3. MODERNIZING FEDERAL HIRING.**

Section 3304 of title 5, United States Code, is amended by inserting after subsection (b), as redesignated by section 2, the following:

“(c) EXAMINATIONS.—

“(1) IN GENERAL.—For the purpose of testing applicants for appointment for a position, or class of positions, in the competitive service, an examining agency shall conduct an examination pursuant to subsection (b).

“(2) INTERIM EXAMINATION PERIOD.—

“(A) PREFERENCE FOR TECHNICAL ASSESSMENT.—During the 3-year period beginning on the date of enactment of the Chance to Compete Act of 2024, an examining agency shall preference the use of a technical assessment, to the maximum extent practicable, to assess the job-related skills, abilities, knowledge, and competencies of an applicant for a position in the competitive service.

“(B) USE OF ALTERNATIVE ASSESSMENT.—During the 3-year period beginning on the date of enactment of the Chance to Compete Act of 2024, if an examining agency determines that the use of a technical assessment to assess the job-related skills, abilities, knowledge, and competencies of an applicant for a position in the competitive service is not practicable, the examining agency may use an alternative assessment for that purpose if the examining agency includes a brief description of the rationale for the use of the alternative assessment in the job posting.

“(3) TRANSITION PLANNING.—

“(A) IN GENERAL.—Not later 18 months after the date of enactment of the Chance to Compete Act of 2024, the Director shall submit to the relevant committees a plan to transition Federal hiring practices to adopt technical assessments in accordance with subsection (d), which shall include—

“(i) the prioritization of—

“(I) job classifications; and

“(II) resource requirements; and

“(ii) a timeline for full implementation of the transition.

“(B) ADDITIONAL CONSULTATION.—In developing the plan under subparagraph (A), the Director shall consult with, at minimum—

“(i) the Director of the Office of Management and Budget;

“(ii) the Chair of the Chief Human Capital Officers Council;

“(iii) employee representatives; and

“(iv) relevant external stakeholders.

**“(4) IMPLEMENTATION OF TECHNICAL ASSESSMENTS.—**

“(A) IMPLEMENTATION OF PLAN.—Not later than 3 years after the date of enactment of the Chance to Compete Act of 2024, the Director shall implement the plan submitted under paragraph (3).

“(B) ADOPTION OF TECHNICAL ASSESSMENTS.—On and after the date that is 3 years after the date of enactment of the Chance to Compete Act of 2024, an examining agency shall use a technical assessment to examine applicants for positions in the competitive service in accordance with subsection (d).

“(C) WAIVER.—

“(i) IN GENERAL.—The requirement under subparagraph (B) shall not apply to an examining agency with respect to a particular job series if—

“(I) the examining agency determines that use of a technical assessment is impracticable for the job series; and

“(II) the head of the examining agency submits to the Director and the relevant committees a certification that use of the technical assessment is impracticable, which certification shall include—

“(aa) identification of the job series;

“(bb) identification of the number of positions that are included in the job series within the agency for which the examining agency is conducting examinations; and

“(cc) a description of the rationale for the determination.

“(ii) EFFECTIVENESS OF WAIVER.—A waiver under this subparagraph shall be effective for the period—

“(I) beginning on the date that is 1 day after the date on which the applicable certification is submitted under clause (i)(II); and

“(II) ending on the date that is 3 years after the date on which the applicable certification is submitted under clause (i)(II).

“(iii) NO DELEGATION OF CERTIFICATION AUTHORITY.—The head of an examining agency may not delegate the authority to submit a certification under clause (i)(II).

“(d) TECHNICAL ASSESSMENT.—

“(1) IN GENERAL.—For the purpose of conducting an examination for a position in the competitive service, an individual who is determined by an examining agency to be a subject matter expert in the subject and job field of the position may—

“(A) develop, in partnership with human resources employees of the examining agency, a position-specific assessment that is relevant to the position, based on job analysis, which may include—

“(i) a structured interview;

“(ii) a work-related exercise;

“(iii) a custom or generic procedure used to measure an applicant’s employment or career-related qualifications and interests; or

“(iv) another assessment that—

“(I) allows for the demonstration of job-related technical skills, abilities, and knowledge; and

“(II) is relevant to the position for which the assessment is developed; and

“(B) administer the assessment developed under subparagraph (A) to—

“(i) determine whether an applicant for the position has a passing score to be qualified for the position; or

“(ii) rank applicants for the position for category rating purposes under section 3319.

“(2) **FEASIBILITY STUDY ON SHARING AND CUSTOMIZATION OF ASSESSMENT.**—Not later than 1 year after the date of enactment of the Chance to Compete Act of 2024, the Director shall—

“(A) conduct a feasibility study that examines the practicability, including a cost benefit analysis, of—

“(i) the sharing of technical assessments by an examining agency with another examining agency;

“(ii) mechanisms for each examining agency to maintain appropriate control over examination material that is shared by the examining agency as described in clause (i);

“(iii) limits on customization of a technical assessment that is shared as described in clause (i) and mechanisms to ensure that the resulting technical assessment satisfies the requirements under part 300 of title 5, Code of Federal Regulations (or any successor regulation); and

“(iv) the development of an online platform on which examining agencies can share and customize technical assessments as described in this subparagraph; and

“(B) submit to the relevant committees a report on the study conducted under subparagraph (A).

“(e) **FEDERAL AGENCY TALENT TEAMS.**—

“(1) **IN GENERAL.**—An agency may establish 1 or more agency talent teams, including at the component level.

“(2) **DUTIES.**—An agency talent team shall provide hiring support to the agency, including by—

“(A) improving examinations;

“(B) facilitating the writing of job announcements for the competitive service;

“(C) sharing high-quality certificates of eligible applicants; and

“(D) facilitating hiring for the competitive service using examinations.

“(f) **OFFICE OF PERSONNEL MANAGEMENT TALENT TEAM.**—The Director may establish a Federal talent team to support agency talent teams by—

“(1) facilitating hiring actions across the Federal Government;

“(2) providing training;

“(3) creating tools and guides to facilitate hiring for the competitive service; and

“(4) developing technical assessments.

“(g) **RULEMAKING.**—The Director shall promulgate such regulations as are necessary to implement and interpret this section.”.

#### **SEC. 4. COMPETITIVE SERVICE CANDIDATE HIRING AND REFORM.**

(a) **REVIEW.**—

(1) **IN GENERAL.**—The Director shall conduct a review of examinations for hiring for each position in the competitive service that an examining agency has determined requires a minimum educational requirement because the position is of a scientific, technical, or professional nature pursuant to section 3308 of title 5, United States Code, to determine whether data, evidence, or other information justifies the need for educational requirements for the position.

(2) **CONSULTATION.**—In carrying out paragraph (1), the Director shall consult with, at minimum—

(A) agencies, as deemed appropriate by the Director;

(B) employee representatives;

(C) external experts; and

(D) relevant stakeholders.

(b) **REPORT ON HIRING PRACTICES.**—Not later than 1 year after the date of enactment of this Act, the Director shall submit to the relevant committees recommendations to amend the hiring practices of examining agencies in accordance with the findings of the review conducted under subsection (a)(1).

#### **SEC. 5. REPORTS.**

(a) **IMPLEMENTATION REPORTS.**—

(1) **IN GENERAL.**—Not later than 1 year after the date of enactment of this Act, and each year thereafter ending with the fifth publication and submission of the report, the Director shall publish on a public-facing website, and submit to the relevant committees, a report that—

(A) examines the progress of examining agencies in implementing the requirements of this Act and the amendments made by this Act; and

(B) identifies any significant difficulties encountered in the implementation described in subparagraph (A).

(2) **INCLUSION IN ANNUAL REPORT.**—The Director may include the report required under paragraph (1) as an addendum to the report required under subsection (b).

(3) **DELAYED REPORTING.**—If the Director is unable to publish and submit the report within the timeline required under paragraph (1), the Director shall publish on a public-facing website, and submit to the relevant committees, a notification of the delay that—

(A) provides a reason for the delay; and

(B) advises the public and the relevant committees of the anticipated date of publication and submission of the report.

(b) **ANNUAL REPORT.**—

(1) **IN GENERAL.**—Not later than 1 year after the date of enactment of this Act, and each year thereafter, the Director shall publish on a public-facing website and submit to the relevant committees a report that, with respect to categories of positions in the competitive service for which an examining agency examined applicants during the applicable period, includes—

(A) the type of examination used; and

(B) summary data from examinations that are closed, audited, and anonymous on the use of examinations for the competitive service, including technical assessments.

(2) **DEMOGRAPHIC INDICATORS.**—In carrying out paragraph (1), the Director shall break the data down by applicant demographic indicators to facilitate direct comparability and trendline comparisons to data available as of October 1, 2020, as a baseline.

(3) **LIMITATIONS.**—In carrying out this subsection, the Director may only publish and submit to the relevant committees data relating to examinations for which—

(A) the related announcement is closed;

(B) certificates have been audited; and

(C) all hiring processes are completed.

(4) **DELAYED REPORTING.**—If the Director is unable to publish and submit the report within the timeline required under paragraph (1), the Director shall publish on a public-facing website, and submit to the relevant committees, a notification of the delay that—

(A) provides a reason for the delay; and

(B) advises the public and the relevant committees of the anticipated date of publication and submission of the report.

(c) **PROVISION OF DATA BY AGENCIES.**—

(1) **IN GENERAL.**—Not later than 180 days after the date of enactment of this Act, the Director shall issue guidance to examining agencies regarding the data that the Director needs from the examining agencies in order to comply with subsections (a) and (b).

(2) **REPORTING TIMELINES.**—Each examining agency shall provide the data outlined in the guidance issued by the Director under paragraph (1) on a quarterly basis.

#### **SEC. 6. GAO REPORT.**

Not later than 3 years after the date of enactment of this Act, the Comptroller General of the United States shall submit to Congress a report that—

(1) assesses the implementation of this Act and the amendments made by this Act;

(2) assesses the impact of modifications made by this Act to the hiring process for the competitive service under section 3304 of title 5, United States Code; and

(3) makes recommendations for the improvement of the hiring process for the competitive service.

#### **SEC. 7. EVALUATION FOR POTENTIAL UPDATES OR REVISIONS TO GOVERNMENT-WIDE SYSTEMS OF RECORDS AT THE OFFICE OF PERSONNEL MANAGEMENT.**

(a) **IN GENERAL.**—Not later than 1 year after the date of enactment of this Act, the Director shall evaluate whether the Government-wide system of records notices, the OPM/GOVT-5 Recruiting, Examining, and Placement Records, and the OPM/GOVT-6 Personnel Research and Test Validation Records, or any successor materials thereto, require updating or revision in order to support the implementation of this Act and the amendments made by this Act.

(b) **ISSUANCE OF UPDATES OR REVISIONS; NOTICE TO CONGRESS.**—If the Director determines under subsection (a) that any updates or revisions are necessary, the Director, in accordance with section 552a of title 5, United States Code (commonly known as the “Privacy Act”), shall promptly—

(1) issue the updates or revisions; and

(2) notify the relevant committees.

The **SPEAKER** pro tempore. Pursuant to the rule, the gentleman from Missouri (Mr. BURLISON) and the gentleman from Maryland (Mr. RASKIN) each will control 20 minutes.

The Chair recognizes the gentleman from Missouri.

#### **GENERAL LEAVE**

Mr. BURLISON. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to revise and extend their remarks and include extraneous material on this measure.

The **SPEAKER** pro tempore. Is there objection to the request of the gentleman from Missouri?

There was no objection.

Mr. BURLISON. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise in support of S. 59, the Chance to Compete Act.

The concept of this bill is very simple: Let's hire applicants for Federal positions based on whether they have the skills to do the job. Too frequently, the Federal hiring process is based on whether or not somebody has a degree even if that degree has nothing to do with the position.

Additionally, Federal hiring managers also rely on required self-assessments filled out by applicants to determine their own skill sets, strengths, and weaknesses. Not surprisingly, such self-assessments do not work very well. The Chance to Compete Act authorizes agencies to develop appropriate skills-based examinations so that applicants for Federal jobs can show what they know.

Federal supervisors have said that their top concern is getting a pool of quality candidates to perform necessary jobs. The Chance to Compete Act addresses this problem head-on. It will create teams of subject matter experts to help agencies create assessments that are geared for the job.

This idea is supported by Federal managers, and it builds off of work begun in the Trump administration, which the Biden administration has continued.

I thank Representative FOXX, the sponsor of the House companion bill, along with Representatives CONNOLLY, KHANNA, MFUME, and MACE for their support.

This is a good policy that will help the American people's government work better, and I urge my colleagues to support S. 59.

Mr. Speaker, I reserve the balance of my time.

Mr. RASKIN. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise in support of S. 59, introduced in the Senate by Senators SINEMA and LANKFORD. The House passed a substantially similar bill to this in January of last year. I commend Representatives FOXX and CONNOLLY for their excellent work on the bill.

The legislation makes evaluations more useful in assessing the skills of candidates for Federal jobs and makes the hiring process more efficient and more effective rather than relying on attainment of an educational degree to determine candidate qualifications in the Federal hiring process.

Subject matter experts in agencies would develop assessments that are designed to test specific knowledge needed for the position. This overhaul would better match qualified applicants with open positions and expand employment opportunities to candidates with various professional and educational backgrounds.

The Chance to Compete Act aligns with the Office of Personnel's guidance released in May of 2022, which strives to modernize the process of assessing and hiring Federal job candidates. Establishing hiring methods that are more skills-based will improve agency managers' ability to hire people who possess the right skills and knowledge to do the job and also allow agencies to hire from a much broader pool of qualified applicants.

The bill directs OPM to study the feasibility of creating an online platform for sharing candidate assessments between agencies. Under the legislation, agencies may also assemble talent teams to support this assessment of job candidates in the hiring process.

The OPM Director would be required to submit annual progress reports to Congress for 5 years on the use and the effectiveness of the new skills-based assessments.

The GAO would be required to submit a report on implementation of the bill 3 years after enactment. The bill streamlines the hiring process for agencies and will shorten the time it takes to bring new and well-qualified employees aboard.

Mr. Speaker, I reserve the balance of my time.

Mr. BURLISON. Mr. Speaker, I yield 4 minutes to the gentlewoman from North Carolina (Ms. FOXX).

Ms. FOXX. Mr. Speaker, hiring people based on their unique individual skills is something I have promoted all my life. It is precisely why I introduced the Chance to Compete Act.

As the largest employer in the Nation with almost 2.2 million employees, it is time for the Federal Government to base its hiring on verifiable skills instead of degrees or self-evaluation.

People should be hired on their ability to do the job. This is a common-sense idea that the private sector figured out a long time ago. It is easy to see that current Federal hiring practices are broken.

These hiring practices rely on how many degrees one has and on self-evaluations that allow candidates to grossly inflate their own qualifications. They can claim to be experts on a particular subject, but they are not being evaluated by an objective standard.

Hardworking American taxpayers are the ones who are forced to pay for employees who cannot properly perform their own jobs. I have even seen this play out recently while my office has been dealing with FEMA and other Federal agencies in the wake of Hurricane Helene.

Fortunately, there is a better way.

The Chance to Compete Act allows the Federal Government to retain subject matter experts, those who know what it takes to do a job, who design and administer skills-based assessments to job seekers. This is designed to identify candidates who have the professional wherewithal to complete a job.

These assessments also weed out those applicants who merely claim to be experts and have the right degree on paper. The Trump administration recognized this issue with an executive order in 2020 by directing agencies to identify qualified applicants to hire people based on objective standards, such as structured interviews, knowledge, or writing tests.

It is good that the Congress will codify this effort by passing this law and the Trump administration will be able to implement it. The Federal Government owes it to taxpayers to hire people based on their ability to do the job. The House recognized this when it passed the House version of the Chance to Compete Act in January of 2023 in a vote of 422 to 2.

Mr. Speaker, I urge my colleagues to pass this carefully crafted Senate compromised version, S. 59, today.

Mr. RASKIN. Mr. Speaker, I have no further speakers, and I reserve the balance of my time.

Mr. BURLISON. Mr. Speaker, I urge my colleagues to support this bill, and I yield back the balance of my time.

Mr. RASKIN. Mr. Speaker, I urge all my colleagues to support S. 59, and I salute Ms. FOXX on her excellent leadership and stewardship of this legislation.

Mr. Speaker, I yield back the balance of my time.

The SPEAKER pro tempore. The question is on the motion offered by

the gentleman from Missouri (Mr. BURLISON) that the House suspend the rules and pass the bill, S. 59.

The question was taken; and (two-thirds being in the affirmative) the rules were suspended and the bill was passed.

A motion to reconsider was laid on the table.

#### DIANNE FEINSTEIN POST OFFICE

Ms. FOXX. Mr. Speaker, I move to suspend the rules and pass the bill (S. 4077) to designate the facility of the United States Postal Service located at 180 Steuart Street in San Francisco, California, as the "Dianne Feinstein Post Office".

The Clerk read the title of the bill.

The text of the bill is as follows:

S. 4077

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

#### SECTION 1. DIANNE FEINSTEIN POST OFFICE.

(a) DESIGNATION.—The facility of the United States Postal Service located at 180 Steuart Street in San Francisco, California, shall be known and designated as the "Dianne Feinstein Post Office".

(b) REFERENCES.—Any reference in a law, map, regulation, document, paper, or other record of the United States to the facility referred to in subsection (a) shall be deemed to be a reference to the "Dianne Feinstein Post Office".

The SPEAKER pro tempore. Pursuant to the rule, the gentlewoman from North Carolina (Ms. FOXX) and the gentleman from Maryland (Mr. RASKIN) each will control 20 minutes.

The Chair recognizes the gentlewoman from North Carolina.

□ 1830

GENERAL LEAVE

Ms. FOXX. Mr. Speaker, I ask unanimous consent that all Members have 5 legislative days in which to revise and extend their remarks and include extraneous material on this measure.

The SPEAKER pro tempore. Is there objection to the request of the gentlewoman from North Carolina?

There was no objection.

Ms. FOXX. Mr. Speaker, I yield myself such time as I may consume.

This bill would rename a post office in San Francisco, California, as the Dianne Feinstein Post Office.

Feinstein was the longest serving Senator to represent California and the longest serving female Senator in the history of the United States.

S. 4077 would honor the memory of Dianne Feinstein.

Mr. Speaker, I reserve the balance of my time.

Mr. RASKIN. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise also in strong support of S. 4077 introduced in the Senate by the distinguished California Senator PADILLA, which would honor the legacy and public service of the late Senator Dianne Feinstein. She was a trailblazer, breaking barriers as the first woman to be elected as mayor of San Francisco, California.