

119TH CONGRESS
1ST SESSION

H. R. 3094

To amend title 5, United States Code, to reduce the duration of probationary periods under an initial appointments for Federal employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 30, 2025

Mr. BEYER (for himself, Ms. MOORE of Wisconsin, Ms. TLAIB, Mr. COHEN, Ms. ELFRETH, Ms. SEWELL, Ms. NORTON, Mr. DAVID SCOTT of Georgia, and Ms. PINGREE) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend title 5, United States Code, to reduce the duration of probationary periods under an initial appointments for Federal employees, 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 “Probationary Reduc-
5 tion for Employee Protections Act” or the “PREP Act”.

1 **SEC. 2. PROBATIONARY PERIOD REDUCTION.**

2 (a) COMPETITIVE SERVICE.—Section 3321 of title 5,
3 United States Code, is amended by adding at the end the
4 following new subsection:

5 “(d) A probationary period under subsection (a) may
6 not exceed—

7 “(1) 6 months for an initial appointment of an
8 individual who, immediately prior to such appoint-
9 ment, held a position in the civil service in the exec-
10 utive branch; or

11 “(2) 12 months for an initial appointment of an
12 individual other than an individual described in
13 paragraph (1).”.

14 (b) EXCEPTED SERVICE.—

15 (1) IN GENERAL.—Subchapter I of chapter 33
16 of title 5, United States Code, is amended by adding
17 at the end the following new section:

18 **“§ 3330g. Excepted service probationary period**

19 “Except as otherwise specifically provided by statute,
20 the probationary or trial period before an initial appoint-
21 ment of an individual to a position in the excepted service
22 becomes final may not exceed—

23 “(1) 6 months for an initial appointment of an
24 individual who, immediately prior to such appoint-
25 ment, held a position in the civil service in the exec-
26 utive branch; or

1 “(2) 12 months for an initial appointment of an
2 individual other than an individual described in
3 paragraph (1).”.

4 (2) CLERICAL AMENDMENT.—The table of sec-
5 tions for chapter 33 of title 5, United States Code,
6 is amended by inserting after the item relating the
7 section 3330f the following new item:

“3330g. Excepted service probationary period.”.

8 (c) SENIOR EXECUTIVE SERVICE.—Section 3393(d)
9 of title 5, United States Code, is amended by striking “has
10 served” and all that follows and inserting the following:
11 “has served—

12 “(1) 6 months, if such individual held a posi-
13 tion in the civil service in the executive branch im-
14 mediately prior to such appointment; or

15 “(2) 12 months in all other cases.”.

16 (d) INTERNAL REVENUE SERVICE.—Section 9510 of
17 title 5, United States Code, is amended—

18 (1) by striking subsection (d); and

19 (2) by redesignating subsection (e) as sub-
20 section (d).

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