

119TH CONGRESS  
1ST SESSION

# H. R. 3442

To amend the Food and Nutrition Act of 2008 to increase the Federal cost share for supplemental nutrition assistance program administration to improve staffing and retention, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 15, 2025

Mrs. HAYES (for herself, Mr. JACKSON of Illinois, Mr. SMITH of Washington, Mr. CASTEN, Mr. MCGOVERN, Mr. CARTER of Louisiana, Ms. NORTON, and Mr. FIGURES) introduced the following bill; which was referred to the Committee on Agriculture

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## A BILL

To amend the Food and Nutrition Act of 2008 to increase the Federal cost share for supplemental nutrition assistance program administration to improve staffing and retention, 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 “SNAP Administrator  
5 Retention Act of 2025”.

1 **SEC. 2. COST SHARE FOR SNAP ADMINISTRATION FOR**  
2 **STAFFING AND RETENTION.**

3 Section 16 of the Food and Nutrition Act of 2008  
4 (7 U.S.C. 2025) is amended—

5 (1) in subsection (a), in the matter preceding  
6 paragraph (1), by striking “subsection (k)” and in-  
7 serting “subsections (k) and (m)”; and

8 (2) by adding at the end the following:

9 “(l) WAGE STANDARDS FOR STATE AGENCY PER-  
10 SONNEL.—Not later than 1 year after the date of enact-  
11 ment of the SNAP Administrator Retention Act of 2025,  
12 wages of State agency personnel administering the supple-  
13 mental nutrition assistance program shall be—

14 “(1) not less than the appropriate rate of pay  
15 that would be payable to Federal employees under  
16 subchapter III of chapter 53 of title 5, United  
17 States Code; and

18 “(2) updated annually by not less than any in-  
19 crease in that rate of pay, including locality adjust-  
20 ments.

21 “(m) ADMINISTRATIVE COST-SHARING FOR STAFF-  
22 ING AND RETENTION.—

23 “(1) IN GENERAL.—On approval of a wage plan  
24 submitted by a State agency under paragraph (2),  
25 the Secretary shall pay to each State agency an  
26 amount equal to 100 percent of all administrative

1 personnel costs incurred by the State agency in car-  
2 rying out the supplemental nutrition assistance pro-  
3 gram, including all costs associated with—

4 “(A) processing, hiring, and training new  
5 employees in accordance with the standards de-  
6 scribed in section 11(e)(6)(B);

7 “(B) maintaining those personnel costs;  
8 and

9 “(C) complying with the wage standards  
10 described in subsection (l).

11 “ (2) APPROVAL OF WAGE PLANS.—Not later  
12 than 1 year after the date of enactment of the  
13 SNAP Administrator Retention Act of 2025, a State  
14 agency shall submit to the Secretary for approval  
15 the personnel wage plans implemented by the State  
16 agency to carry out subsection (l), including the po-  
17 sition titles, duties, wages, and appropriate rates of  
18 pay of employees.

19 “(3) MAINTENANCE OF EFFORT.—The Sec-  
20 retary shall make payments to a State agency under  
21 paragraph (1) only if the State agency uses the  
22 funds received—

23 “(A) to supplement, not supplant, non-  
24 Federal funds used for existing administrative  
25 personnel costs under subsection (a); and

1                   “(B) for existing or additional full-time  
2                   equivalent positions above the number of posi-  
3                   tions that were held in the State or sub-State  
4                   area in fiscal year 2024.”.

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