

### S. 59, Chance to Compete Act of 2024

As ordered reported by the Senate Committee on Homeland Security and Governmental Affairs on July 31, 2024

| By Fiscal Year, Millions of Dollars  | 2025      | 2025-2029                                 | 2025-2034     |
|--|-----------|---|---------------|
| Direct Spending (Outlays)  | *         | *   | *             |
| Revenues   | <b>0</b>  | <b>0</b>                                  | <b>0</b>      |
| Increase or Decrease (-) in the Deficit  | *         | *   | *             |
| Spending Subject to Appropriation (Outlays)  | <b>13</b> | <b>81</b>                                 | not estimated |
| Increases <i>net direct spending</i> in any of the four consecutive 10-year periods beginning in 2035? | No        | Statutory pay-as-you-go procedures apply? | Yes           |
|  |           | <b>Mandate Effects</b>                    |               |
| Increases <i>on-budget deficits</i> in any of the four consecutive 10-year periods beginning in 2035?  | No        | Contains intergovernmental mandate?       | No            |
|  |           | Contains private-sector mandate?          | No            |
| * = between zero and \$500,000.  |           |   |               |

S. 59 would require federal agencies to use skills-based assessments for hiring civil service positions but would allow an agency to develop occupational questionnaires for openings if it determines that an examination is impractical for certain positions. To support those changes, the Office of Personnel Management (OPM) would need to develop and implement a plan to transition federal hiring practices within three years of enactment.

S. 59 also would allow agencies and OPM to establish teams of specialists to improve assessments and share qualified applications throughout the federal government. Further, all federal agencies would be required to provide data related to the assessments they establish to OPM on a quarterly basis. Finally, OPM and the Government Accountability Office would be required to complete several reports to the Congress on the feasibility of implementing assessments, hiring practices, and governmentwide personnel records.

Under current law, qualifications for most civil service positions include educational requirements. In June 2020, Executive Order 13932 directed agencies to limit the use of educational requirements in job announcements and use assessments to measure the skills and competencies of candidates. At present, OPM has completed some requirements under that order, such as updating job classifications and creating general assessments. In addition,

See also

[CBO's Cost Estimates Explained](#), [CBO Describes Its Cost-Estimating Process](#), [Glossary](#)



OPM uses an online service called USA Hire that allows federal agencies to purchase licenses for sharing qualified applications.

Using information about similar governmentwide initiatives, CBO expects that OPM and major federal agencies would need about 80 full-time employees, at an average annual cost of about \$140,000 in 2025, to develop position-specific assessments and questionnaires and to collect and analyze data on all assessments created each quarter. On that basis and accounting for anticipated inflation, CBO estimates implementing those provisions would cost \$76 million over the 2025-2029 period.

Based on the cost of similar activities, CBO estimates completing the various required reports would cost \$5 million over the 2025-2029 period.

In total, CBO estimates that implementing S. 59 would cost \$81 million over the 2025-2029 period. Any related spending would be subject to the availability of appropriated funds.

The costs of the legislation, detailed in Table 1, fall within every budget function with costs for personnel.

**Table 1.**  
**Estimated Increases in Spending Subject to Appropriation Under S. 59**

|                         | By Fiscal Year, Millions of Dollars |      |      |      |      | 2025-2029 |
|-------------------------|-------------------------------------|------|------|------|------|-----------|
|                         | 2025                                | 2026 | 2027 | 2028 | 2029 |           |
| Estimated Authorization | 16                                  | 17   | 17   | 18   | 18   | 86        |
| Estimated Outlays       | 13                                  | 15   | 17   | 18   | 18   | 81        |

Enacting S. 59 also could affect direct spending by some agencies that are allowed to use fees, receipts from the sale of goods, and other collections to cover operating costs. CBO estimates that any net changes in direct spending by those agencies would be negligible because most of them can adjust amounts collected to reflect changes in operating costs.

The CBO staff contact for this estimate is Kelly Durand. The estimate was reviewed by H. Samuel Papenfuss, Deputy Director of Budget Analysis.

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