

S. 4711, Dismantling Outdated Obstacles and Barriers to Individual Employment Act of 2024

As ordered reported by Senate Committee on Homeland Security and Governmental Affairs on September 18, 2024

By Fiscal Year, Millions of Dollars	2025	2025-2029	2025-2034
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	*	*	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?	No
		Mandate Effects	
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. 4711 would prevent agencies from using a person’s past use of marijuana as the sole basis for taking certain personnel actions, such as excluding them from federal employment, disqualifying them from receiving security clearances, or denying them credentials to access federal facilities and systems. The bill also would require the Office of Personnel Management and the Office of the Director of National Intelligence to help federal agencies implement the bill’s provisions.

The Office of Personnel Management and the Office of the Director of National Intelligence have issued guidance to all federal agencies stating that past marijuana use should not automatically disqualify an applicant from federal employment or from receiving a security clearance: such information may be relevant, but not determinative. As such, CBO expects that the provisions of the bill that would largely codify that existing guidance would not significantly affect the federal budget.

The Government Accountability Office would be required to report to the Congress on the federal government’s implementation of the bill. Based on the costs of similar activities,

See also

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



CBO estimates that satisfying that requirement would cost less than \$500,000 over the 2025-2029 period. Any spending would be subject to the availability of appropriated funds.

The CBO staff contact for this estimate is William Ma. The estimate was reviewed by Christina Hawley Anthony, Deputy Director of Budget Analysis.

A handwritten signature in black ink, appearing to read 'Phillip L. Swagel'.

Phillip L. Swagel

Director, Congressional Budget Office