

AMENDMENT TO H.R. 3838
OFFERED BY MR. SORENSEN OF ILLINOIS

At the appropriate place in title XI, insert the following:

1 SEC. 11 ____ . HIRING FREEZE EXCEPTIONS.

2 None of the funds authorized to be appropriated by
3 this Act or otherwise made available for the Department
4 of Defense for fiscal year 2026 may be used to implement
5 a hiring freeze on the following categories:

6 (1) Positions that directly support the Presi-
7 dent of the United States, including those in the
8 White House Military Liaison Office.

9 (2) Positions requiring presidential appointment
10 or Senate confirmation, or non-career positions in
11 the Senior Executive Service or Schedule A or C of
12 the Excepted Service.

13 (3) Positions filled by civilian employees exer-
14 cising:

15 (A) Return rights from an overseas assign-
16 ment.

17 (B) Protections under the Uniformed Serv-
18 ices Employment and Reemployment Rights
19 Act.

1 (C) Return-to-duty rights under the Fed-
2 eral Employees' Compensation Act.

3 (D) A reasonable accommodation under
4 the Rehabilitation Act of 1973.

5 (4) Positions filled under section 10508(b) of
6 title 10, United States Code.

7 (5) Dual Status Military Technician positions.

8 (6) Positions required to be filled as directed by
9 a court, arbitrator, or administrative tribunal.

10 (7) Positions required to be filled by law, as de-
11 termined by the General Counsel of the Department
12 of Defense or the General Counsel of a Military De-
13 partment.

14 (8) Positions essential to immigration enforce-
15 ment, national security, public safety, recruiting, or
16 readiness, or that support such functions, filled by:

17 (A) Non-competitive reassignment.

18 (B) Detail.

19 (C) Conversion.

20 (D) Temporary or term appointment.

21 (E) Reemployed annuitant.

22 (F) Intergovernmental Personnel Act as-
23 signment.

24 (9) Positions filled as part of career ladder pro-
25 motions.

1 (10) Positions funded by nonappropriated funds
2 in Department of Defense NAF instrumentalities.

3 (11) Foreign national positions under labor
4 cost-sharing arrangements or host nation agree-
5 ments.

6 (12) Civilian positions subject to in-progress
7 permanent change of station moves initiated prior to
8 February 28, 2025.

9 (13) Civilian Mariner positions.

10 (14) Positions at depots, shipyards, arsenals,
11 and maintenance facilities.

12 (15) Positions at United States Military En-
13 trance Processing Command.

14 (16) Positions at military medical treatment fa-
15 cilities that perform patient care or are essential to
16 hospital operations.

17 (17) Child and Youth Programs staff.

18 (18) Instructors or facility support staff at De-
19 partment of Defense schools or child care centers.

20 (19) Installation positions that support fire,
21 life, and safety functions.

22 (20) Any position deemed mission critical that
23 contribute to warfighting readiness by Secretaries of
24 the Military Departments, in consultation with the

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1 Under Secretary of Defense for Personnel and Read-
2 iness.

