COMMITTEE ON HOUSE ADMINISTRATION
119th CONGRESS

A RESOLUTION

COMMITTEE RESOLUTION 119-30

A Resolution to Amend Regulations Governing the House Retention through Educational Advancement Program (REAP) for House Employees

Be it resolved, pursuant to Public Law 117-328 (as codified at 2 U.S.C. § 4536(c)), the Committee on House Administration hereby adopts the amended regulations for the House Retention through Educational Advancement Program (REAP), as follows:

House Retention through Educational Advancement Program

SECTION 1. HOUSE STUDENT LOAN REPAYMENT, EDUCATIONAL ASSISTANCE, AND PROFESSIONAL DEVELOPMENT PROGRAM.

(a) Establishment of program.-- There is hereby established a student loan repayment, educational assistance, and professional development program for the House of Representatives (hereafter in these regulations referred to as the "Program") under which the head of an employing office and an eligible employee may enter into a written service agreement under which payments shall be made by the Chief Administrative Officer of the House of Representatives, in accordance with the requirements of these regulations:

(1) to repay (by direct payment on behalf of the employee) the employee's student loan indebtedness,

(2) to reimburse an employee for educational or professional development expenses, and

(3) to reimburse an employee for the cost of credentialing, professional accreditation, professional licensure, and professional certification expenses.

(b) Length of agreement.—A service agreement entered into under the Program between an employing office and an employee shall be in effect for a 1-year period. The employing office and employee may enter into subsequent agreements for subsequent 1-year periods.

(c) Timing and number of payments.

(1) Timing.-- Payments made under the Program shall be made on a monthly basis, beginning with the first month which begins after

eligibility is verified in accordance with section 4(b)(2).

(2) Number.-- The service agreement entered into under the Program between an employing office and an employee shall require the Chief Administrative Officer to make 12 monthly payments, and the Chief Administrative Officer shall make payments during such number of months which occur after the expiration of the 1-year period described in subsection (b) as may be required to meet the requirement of this paragraph.

(d) Contents of service agreements.

(1) Contents. -- A service agreement under this section shall include:

(A) the period during which the agreement is to be in effect;

(B) the monthly amount of the payment to be made;

(C) the employee's agreement to reimburse the House of Representatives under the conditions set forth in section 3;

(D) disclosure of the terms and conditions of the Program which are provided in these regulations;

(E) in the case of educational or professional development expenses under (a)(2), an attestation:

(i) by the employee that participation in the educational or professional development opportunity is connected to and aims to maintain or improve skills needed to perform the employee's official duties, and

(ii) by the employing office that such expenses aim to improve the performance of the eligible employee and aid the employing office in achieving its mission and goals.

(F) in the case of credentialing, professional accreditation, licensure, and certification expenses under (a)(3), an attestation:

(i) by the employee that such expenses are necessary to obtain professional credentials, including expenses for professional accreditation, state-imposed licenses, and professional certifications; and

(ii) by the employer that such expenses are directly related to the employee's job duties and responsibilities and aim to improve the performance of the eligible employee and aid the employing office in achieving its

mission and goals.

(G) such other terms and conditions to which the employing office and employee may agree (such as terms relating to job responsibilities or job performance expectations); and

(H) such other terms and conditions as may be prescribed by the Chief Administrative Officer with the approval of the Committee on House Administration of the House of Representatives.

(2) Standard service agreements.-- The Chief Administrative Officer shall establish standard service agreements that employing offices may use in participating in the Program.

SEC. 2. DETERMINING AMOUNT OF PAYMENT.

(a) In general.—Subject to the limitations described in this section, the monthly amount of the payment made under the Program pursuant to a service agreement with an employing office shall be an amount agreed to by the employee and the office.

(b) Individual limitations on amount of payments.—The amount of Program payments made under all agreements with any individual employee may not exceed:

(1) $833 in any month; and

(2) an aggregate amount of $80,000 for all months.

(c) Annual limitation on amount of all payments made by employing offices.

(1) In general.-- The aggregate amount of payments made under the Program during a calendar year on behalf of all employees of an employing office may not exceed the office's annual aggregate payment limit for the year.

(2) Reduction in payments for insufficient amounts.

(A) In general.-- If the aggregate amount of Program payments required to be made pursuant to service agreements with all eligible employees of an employing office during a calendar year is greater than the office's annual aggregate payment limit for the year, the Chief Administrative Officer shall reduce the amount of each monthly payment for eligible employees of the office by such uniform percentage as the Chief Administrative Officer determines necessary to ensure that the

aggregate amount of all such payments does not exceed such limit.

(B) Reduction as grounds for termination.-- For purposes of determining whether a written service agreement has been terminated under section 3(a)(2), the reduction of the amount of a payment as described in subparagraph (A) shall be treated as a failure to make a Program payment as required under the agreement, except that the eligible employee involved may waive the termination and permit the agreement to continue in effect.

(3) Annual aggregate payment limit defined.

(A) In general.-- The "annual aggregate payment limit" for a calendar year with respect to an employing office means:

(i) in the case of an employing office which is the personal office of a Member of the House of Representatives (including a Delegate or the Resident Commissioner to the Congress), an amount equal to 3.5 percent of the average Member's Representational Allowance for all such offices for the year; or

(ii) in the case of any other employing office, an amount equal to 3.5 percent of the total amount made available for salaries and expenses for such office for the year.

(B) Alternative in case of insufficient availability of funds.-- If the total amount available in the central account described in section 4(a) for making Program payments in a year is less than the sum of the annual aggregate payment limits for all employing offices for the year (as determined under subparagraph (A)), the annual aggregate payment limit for the year otherwise determined under subparagraph (A) with respect to each employing office shall be reduced by such uniform percentage as the Chief Administrative Officer determines necessary to ensure that the sum of such annual limits for all employing offices for that year (as so reduced) does not exceed the total amount available in such account for the year.

SEC. 3. TERMINATION OF AGREEMENTS; OBLIGATION TO REIMBURSE.

(a) In general.-- A written service agreement entered into between an

eligible employee and an employing office under the Program shall terminate if any of the following occurs:

(1) The employee's employment with the employing office terminates, the employee enters unpaid status (including status as an employee on leave without pay), or temporary status (including status as an intern) with the employing office, or the employee fails to meet any of the other applicable terms and conditions of the agreement. The employee must be in an active pay status with the terminating employing office from the 1st through the 16th calendar day of the month in order to receive a payment for that respective month.

(2) The Chief Administrative Officer fails to make a Program payment as required under the agreement, or the employing office fails to meet any of the other applicable terms and conditions of the agreement.

(3) The employee and the employing office execute a written agreement to terminate the agreement.

(b) Reimbursement of payments made.--

(1) In general.-- If a service agreement entered into between an eligible employee and an employing office terminates because the office terminates the employee's employment for cause or because the employee voluntarily separates from employment with the office, the employee shall reimburse the House of Representatives for the amount of all Program payments made on behalf of the employee under the service agreement. The employing office must submit a Program End Participation Form indicating the employing authority will require the employee to reimburse the U.S. House of Representatives for payments made under the current 1-year service agreement that was not completed.

(2) Failure of employee to reimburse.-- If an eligible employee fails to reimburse the House of Representatives for the amount owed under paragraph (1), such amount shall be collected-

(A) under the first section of Public Law 85-492 (2 U.S.C. § 4559 (formerly codified at 2 U.S.C. § 89a)) or section 5514 of title 5, United States Code, in the case of an employee who is employed by the Federal Government (including another office of the House of Representatives); or

(B) under other applicable provisions of law, in the case of any other employee.

(3) Crediting of amounts.-- Any amount repaid by, or recovered

from, an eligible employee under this paragraph shall be credited to the central account established and maintained by the Chief Administrative Officer under section 4(a).

(4) Waiver.-- Upon the termination of a service agreement on the grounds described in paragraph (1) or at any time thereafter, the employing office of the employee (including an employing office other than the office which entered into the agreement) may waive the application of this subsection with respect to the employee. In furtherance of the recruitment and retention goals of this Program, every waiver request must include the rationale for the employing office to waive required reimbursement by the employee.

SEC. 4. OTHER ADMINISTRATIVE MATTERS.

(a) Central account for payments.--

(1) In general.-- The Chief Administrative Officer shall establish and maintain a central account in the House of Representatives consisting of the following amounts:

(A) Amounts appropriated for any fiscal year for making student loan payments under the Program.

(B) Amounts otherwise made available for the account, including amounts made available through the authorized reprogramming of funds.

(C) Amounts repaid by or recovered from eligible employees under section 3(c).

(2) Use of amounts.-- Amounts in the account shall be used solely for making Program payments under written service agreements between eligible employees and employing offices.

(b) Beginning of payments.

(1) Submission of agreements.-- On entering into a service agreement with an eligible employee under these regulations, the employing office shall submit a copy of the service agreement to the Chief Administrative Officer.

(2) Verification of eligibility.-- Program payments may not be made with respect to an eligible employee until:

(A) the Chief Administrative Officer receives the signed service agreement entered into between the employee and the employing office;

(B) the Chief Administrative Officer has verified the employee is in a permanent benefits eligible position or a part-time non-permanent position;

(C) the Chief Administrative Officer verifies that the eligible employee has an outstanding student loan balance in repayment status, or has incurred an expenditure that qualifies for reimbursement under the Program; and

(i) For student loans under section 1(a)(1), verification can be completed by submitting to the Chief Administrative Officer a current student loan lender document in the name of the employee dated within the last 30 calendar days of receipt of the statement.

(ii) For educational or professional development expenses under section 1(a)(2) and credentialing, professional accreditation, licensure, and certification expenses under section 1(a)(3), verification can be completed by submitting to the Chief Administrative Officer a receipt in the name of the employee dated January 3, 2025 or later, which explains the details of the original expenditure. Verification may be required to demonstrate that the service or activity underlying reimbursement via the Program (e.g. coursework or program instruction, credentialing period, etc.) has commenced, and that the associated expenditure has been irrevocably incurred and that no refund has been issued or will be issued.

(D) the employee receives at least one day of pay from the employing office that approved the Program agreement.

(c) Multiple payments.-- Payments may be made under the Program with respect to more than one student loan or other qualifying Program payments to an eligible employee at the same time or separately, so long as the total Program payments on behalf of the employee do not exceed the applicable limits under section 2(b).

(d) No payments for student loans in default.-- No student loan payments may be made under the Program for a student loan which is in default or arrears (past due), or if the loan is in the status of in school, grace, deferral or forbearance, unless otherwise directed by the Committee on House Administration with respect to an administrative forbearance initiated by a lender that the employee did not request.

(e) No relief from liability.-- The existence of a service agreement for

making payments on behalf of an eligible employee under the Program does not exempt the employee from any responsibility or liability with respect to the loan(s), educational expenses, or other amount(s) owed. The employee shall continue to be responsible for making payments on any portion of the loan(s), educational expenses, or other obligation(s) that continue to be the employee's responsibility.

(f) No right to continued employment.-- A service agreement entered into under the Program between an employing office and an eligible employee may not be construed to create a right to, promise of, or entitlement to the continued employment of the eligible employee by the employing office.

(g) No entitlement.-- A payment made under the Program may not be construed to be an entitlement for any eligible employee.

(h) Treatment of payments for purposes of benefits and taxes.--To the extent consistent with applicable law, in administering the Program, the CAO shall ensure that a Program payment made on behalf of an eligible employee or a reimbursement made to an eligible employee:

(1) shall be in addition to any basic pay and other forms of compensation otherwise payable to the employee, and shall not be basic pay of an employee for purposes of chapters 83 and 84 of title 5, United States Code (relating to retirement) and chapter 87 of such title (relating to life insurance coverage);

(2) shall not be included in Federal wages for purposes of chapter 85 of such title (relating to unemployment compensation);

(3) shall be subject to withholding for income and employment tax obligations as provided for by law; and

(4) shall be excluded from income (tax-exempt) up to $5,250 each calendar year for student loans “incurred by the employee for the education of the employee” consistent with the change in 26 U.S.C. § 127 of the Internal Revenue Code (CARES Act P.L. 116-136). The change in the Internal Revenue Code was extended with the passage of the Consolidated Appropriations Act, 2021 (P.L. 116-260) through January 1, 2026. Federal Parent Plus loans are not subject to the exclusion from income.

SEC. 5. REPORTS.

(a) In general.-- Not later than January 1 of each year, the Chief Administrative Officer shall prepare and submit to the Committees on House Administration and Appropriations of the House of Representatives a report on the Program for the fiscal year preceding the fiscal year in which the report is submitted, and shall include in the report information specifying-

(1) the number of eligible employees participating in the Program;

(2) the amounts expended under the Program, including a breakdown by category of payments to include:

(A) Student loans under section 1(a)(1),

(B) Educational or professional development expense reimbursements under section 1(a)(2), and

(C) Credentialing, professional accreditation, licensure, and certification expense reimbursements under section 1(a)(3).

(3) the amounts received as reimbursements under section 3, including amounts collected pursuant to section 3(b) and information on the number of waivers granted pursuant to section 3(b)(4); and

(4) any other information relating to the Program which is requested to be included in the report by the Committee on House Administration or the Committee on Appropriations of the House of Representatives, including impacts on House employment recruiting and retention efforts.

(b) Confidentiality.-- Such report shall not include any information which is considered confidential or could disclose the identity of individual employees or employing offices. Information required to be contained in the report of the Chief Administrative Officer under section 105 (a) of the Legislative Branch Act, 1965 (2 U.S.C. § 104 a) shall not be considered to be personal information for purposes of this paragraph.

SEC. 6. DEFINITIONS. -- In these regulations:

(a) Chief Administrative Officer.-- The term "Chief Administrative Officer" means the Chief Administrative Officer of the House of Representatives.

(b) Credentialing, professional accreditation, professional licensure, and professional certification expense.—The term "credentialing, professional accreditation, professional licensure, and professional certification expense" means a necessary expense to obtain professional credentials, including expenses for professional accreditation, State-imposed and professional licenses, and professional certifications, excluding travel and travel related expenses. This includes examinations to obtain such professional credentials, but it does not include membership fees or dues in a professional society or association. Any such expense must be directly

related to the employee's official job duties and responsibilities at the time the employee incurred the expense.

(c) Educational expense.—The term "educational expense" means a necessary expense incurred by an eligible employee in completing undergraduate- or graduate-level courses from a college or university accredited by a nationally recognized body, whether or not in pursuit of an academic degree, which aims to improve the performance of the eligible employee and aid the employing office in achieving its mission and performance goals to include:

(1) Tuition and matriculation fees;

(2) Library and laboratory services; and

(3) Purchase or rental of books, materials and supplies.

Educational expense does *not* include:

(1) Meals, transportation, or lodging expenses;

(2) tools or supplies (other than textbooks) that the eligible employee can keep after course completion; or

(3) a course involving sports, games, or hobbies unless related to official job duties and responsibilities, or required as part of a degree program.

(d) Eligible employee.-- The term "eligible employee" means an individual who is an employee of the House of Representatives.

(e) Employee of the House of Representatives.--The term "employee of the House of Representatives" has the meaning given the term in section 101 of the Congressional Accountability Act of 1995 (2 U.S.C. § 1301), but does not include a Member of the House of Representatives or a Delegate or the Resident Commissioner to the Congress.

(f) Employing office.-- The term "employing office" means the employing office, as defined in section 101 of the Congressional Accountability Act of 1995 (2 U.S.C. § 1301), of an employee of the House of Representatives.

(g) Professional development expense.—The term "professional development expense" means a necessary expense incurred by an eligible employee:

(1) in a planned, prepared, and coordinated program, course, curriculum, subject, system, or routine of instruction or education;

(2) in scientific, professional, technical, clerical, fiscal, administrative, or other fields; and

(3) which aims to improve the performance of the eligible employee and aid the employing office in achieving its mission and performance goals.

(h) Student loan.-- The term "student loan" means:

(1) a loan made, insured, or guaranteed under part B, D, or E of title IV of the Higher Education Act of 1965 (20 U.S.C. §§ 1071 *et seq*., 1087a *et seq*., or 1087aa *et seq*.);

(2) a health education assistance loan made or insured under part A of title VII of the Public Health Service Act (42 U.S.C. §§ 292 *et seq*.), or under part E of title VIII of such Act (42 U.S.C. §§ 297a *et seq*.);

(3) a loan incurred for educational purposes made by a lender that is:

(A) an agency or instrumentality of a State; or

(B) a non-profit private entity designated and regulated by such State; or

(C) a financial or credit institution that is subject to examination and supervision by an agency of the United States or any State.

(4) for purposes of this Program, a student loan is a loan that:

(A) is issued expressly for postsecondary educational expenses to a borrower, regardless of whether the loan is provided through the educational institution that the subject student attends or directly to the borrower from the private educational lender; and

(B) does not include an extension of credit under an open-end consumer credit plan, a reverse mortgage transaction, a residential mortgage transaction, or any other loan that is secured by real property or a dwelling.

Adopted XXXXXXX, 2026