



CONGRESSIONAL BUDGET OFFICE  
COST ESTIMATE

November 15, 2007

**H.R. 4108**

**A bill to amend section 3328 of title 5, United States Code,  
relating to Selective Service registration**

*As ordered reported by the House Committee on Oversight and Government Reform  
on November 8, 2007*

H.R. 4108 would amend current law and regulations regarding federal employment and the requirement to register with the Selective Service System. The Selective Service is a system for identifying candidates for compulsory military service. Under current law, all males born after December 31, 1959, must register with the Selective Service by their 26th birthday to be eligible for federal employment. Individuals employed by the federal government who have not registered with the Selective Service may be terminated from federal employment unless granted a waiver by the Office of Personnel Management (OPM).

H.R. 4108 would allow certain employees who failed to register with the Selective Service to continue their federal employment. Specifically, federal employees who did not register with the Selective Service but were honorably discharged from military service would not be terminated, nor would federal employees with at least 10 years of exemplary government service.

Information from OPM indicates that only a small number of employees are identified as unregistered with the Selective Service in the course of their employment with the federal government. Thus, CBO estimates that enacting this legislation would have no significant impact on the federal budget. H.R. 4108 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would not affect the budgets of state, local, or tribal governments.

The CBO staff contact for this estimate is Matthew Pickford. This estimate was approved by Theresa Gullo, Deputy Assistant Director for Budget Analysis.