

119TH CONGRESS
1ST SESSION

S. _____

To improve health care provided by the Department of Veterans Affairs,
and for other purposes.

IN THE SENATE OF THE UNITED STATES

Mr. BLUMENTHAL (for himself, Ms. ALSOBROOKS, Mr. KING, Ms. DUCKWORTH, Ms. HIRONO, Mr. SANDERS, Mrs. MURRAY, and Ms. CORTEZ MASTO) introduced the following bill; which was read twice and referred to the Committee on _____

A BILL

To improve health care provided by the Department of
Veterans Affairs, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the
5 “Honor Our Promise to Veterans Act of 2025”.

6 (b) TABLE OF CONTENTS.—The table of contents for
7 this Act is as follows:

Sec. 1. Short title; table of contents.
Sec. 2. Implementation.

TITLE I—IMPROVEMENTS TO CARE

2

Subtitle A—Scheduling

- Sec. 101. Timing for scheduling of appointments.
- Sec. 102. Consideration of telehealth in determining whether an appointment can be scheduled within the access standards of the Department of Veterans Affairs and limitation on availability of telehealth through community care.
- Sec. 103. Information for veterans regarding access to care.

Subtitle B—Provider Requirements

- Sec. 111. Extension of period for submittal of claims by health care entities and providers.
- Sec. 112. Rating program relating to military sexual trauma for providers under Veterans Community Care Program of Department of Veterans Affairs.
- Sec. 113. Requirements relating to quality of community care providers.
- Sec. 114. Community care provider training requirements.
- Sec. 115. Waivers for network adequacy.
- Sec. 116. Contracting requirements.
- Sec. 117. Inspector General oversight authority over community care.
- Sec. 118. Requirement that health care providers under Veterans Community Care Program provide certain data.
- Sec. 119. Full practice authority for certain positions within Department of Veterans Affairs.
- Sec. 119A. Treatment of psychologists.

Subtitle C—Reports and Related Matters

- Sec. 121. Information on lessons learned to improve contracting for community care.
- Sec. 122. Analysis of impact of spending under Veterans Community Care Program on budgets of medical centers and Veterans Integrated Service Networks of the Department of Veterans Affairs.
- Sec. 123. Study on recovery of revenue from private health insurers.
- Sec. 124. Matters relating to emergency care.
- Sec. 125. Review of dialysis care furnished by Department of Veterans Affairs.
- Sec. 126. Benefits for persons disabled by treatment under Veterans Community Care Program of Department of Veterans Affairs.

TITLE II—STAFFING MATTERS

Subtitle A—Salaries

- Sec. 201. Modification of limitation on waiver for pay of critical health care personnel.
- Sec. 202. Increase of maximum amount of incentive pay for Department pharmacist executives.
- Sec. 203. Modification of special pay authority for nurse executives.

Subtitle B—Recruitment and Retention

- Sec. 211. Inclusion of police officers of Department of Veterans Affairs as law enforcement officers.
- Sec. 212. Mentorship program for executive leadership teams at medical centers of the Department of Veterans Affairs.

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- Sec. 213. Requirement for equivalent role postings for vacant positions at Department of Veterans Affairs.
- Sec. 214. Hiring processes.
- Sec. 215. Staffing models.
- Sec. 216. Telework policy.

Subtitle C—Education

- Sec. 221. Establishment of Start and Stay at VA Program.
- Sec. 222. Building and maintenance professionals educational assistance program.
- Sec. 223. Expansion of reimbursement of continuing professional education expenses.
- Sec. 224. Payment of licensure exam costs for recipients of scholarships from Department of Veterans Affairs.

Subtitle D—Reports

- Sec. 231. Department of Veterans Affairs personnel transparency.
- Sec. 232. Report on Grow Our Own Program.
- Sec. 233. Provision of data on educational assistance programs of Veterans Health Administration.

TITLE III—INFRASTRUCTURE MATTERS

- Sec. 301. Definitions.

Subtitle A—Investing in Department of Veterans Infrastructure to Increase Capacity to Serve Veterans

- Sec. 311. Authorization of funding for certain land acquisitions for medical facilities of Department of Veterans Affairs.
- Sec. 312. Detachment of congressional committee approval requests of major medical facility leases from annual budget submission of Department of Veterans Affairs.
- Sec. 313. Improvement of capital asset staffing of Department of Veterans Affairs.
- Sec. 314. Development of performance metrics of capital asset management by Department of Veterans Affairs and monitoring for improvement.
- Sec. 315. Expansion of membership of the Capital Asset Planning Committee.
- Sec. 316. Authorization of appropriations.

Subtitle B—Reviews and Reports

- Sec. 321. Review of resilience of facilities, land, and other relevant capital assets of Department of Veterans Affairs.
- Sec. 322. Reports on key capital asset investments, activities, and performance of Department of Veterans Affairs.
- Sec. 323. Report on long-term care physical infrastructure needs of Department of Veterans Affairs.
- Sec. 324. Report on women veterans retrofit initiative.
- Sec. 325. Report on capital asset and information technology needs of the research and development program of Department of Veterans Affairs.
- Sec. 326. Review and report on provisions of law relating to Department of Veterans Affairs capital asset management and oversight.

Sec. 327. Improving prevention, detection, and reporting of waste, fraud, and abuse in Department of Veterans Affairs capital asset projects and activities.

Sec. 328. Comptroller General report on continued need for non-Department of Veterans Affairs project management for super construction projects.

1 **SEC. 2. IMPLEMENTATION.**

2 Unless otherwise specified, the Secretary of Veterans
3 Affairs shall implement this Act and the amendments
4 made by this Act by not later than the date that is one
5 year after the date of the enactment of this Act.

6 **TITLE I—IMPROVEMENTS TO**
7 **CARE**
8 **Subtitle A—Scheduling**

9 **SEC. 101. TIMING FOR SCHEDULING OF APPOINTMENTS.**

10 (a) IN GENERAL.—Subchapter I of chapter 17 of title
11 38, United States Code, is amended by inserting after sec-
12 tion 1706A the following new section:

13 **“§ 1706B. Requirements for timing of scheduling of**
14 **appointments**

15 “(a) IN GENERAL.—The Secretary shall ensure that
16 an appointment for a veteran for care or services under
17 this chapter, including under section 1703 of this title—

18 “(1) in the case of a non-urgent appointment,
19 is scheduled (but may occur at a later date) not
20 later than seven days after the earlier of the date on
21 which—

1 “(A) a clinician of the Department deter-
2 mines that the veteran requires care; or

3 “(B) the veteran presents to the Depart-
4 ment requesting care; and

5 “(2) in the case of an appointment for urgent
6 care, is completed not later than 48 hours after the
7 earlier of the date on which—

8 “(A) a clinician of the Department deter-
9 mines that the veteran requires care; or

10 “(B) the veteran presents to the Depart-
11 ment requesting care.

12 “(b) REPORT ON COMMUNITY CARE SCHEDULING.—

13 “(1) IN GENERAL.—Not less frequently than
14 quarterly, the Secretary shall submit to the Com-
15 mittee on Veterans’ Affairs of the Senate and the
16 Committee on Veterans’ Affairs of the House of
17 Representatives a report on the average time it
18 takes each medical facility of the Department to
19 schedule appointments for care or services under
20 section 1703 of this title, disaggregated by primary
21 care, mental health care, and each type of specialty
22 care.

23 “(2) DATA INCLUDED.—Each report required
24 under paragraph (1) shall indicate what data for
25 wait times for various types of care, services, or lo-

1 cations, if any, were not included in the calculation
2 of the average times and why that data was not in-
3 cluded.

4 “(3) INCLUSION IN EXISTING REPORTS.—The
5 Secretary may include each report required under
6 paragraph (1) in any existing report required to be
7 submitted to Congress that relates to the same or a
8 similar topic.

9 “(4) ANALYSIS OF REASONS FOR NONCOMPLI-
10 ANCE.—

11 “(A) IN GENERAL.—Each medical facility
12 of the Department for which any average time
13 reported under paragraph (1) for the facility is
14 more than seven days shall submit to the Under
15 Secretary for Health, not later than 30 days
16 after the date of the report—

17 “(i) an analysis of why such average
18 time is more than seven days, including
19 the extent to which staffing shortages of a
20 type or position of employee, insufficient
21 provider networks, surges of appointments,
22 or any other factor is increasing such aver-
23 age times;

1 “(ii) a remediation plan to bring such
2 average time to not more than seven days;
3 and

4 “(iii) an explanation for how each
5 issue specified in clause (i) is being miti-
6 gated.

7 “(B) TREATMENT OF INSUFFICIENT PRO-
8 VIDER NETWORK.—With respect to any analysis
9 under subparagraph (A)(i) that determines an
10 insufficient provider network, the Under Sec-
11 retary for Health shall—

12 “(i) consult with any third party ad-
13 ministrator responsible for administering
14 such network regarding—

15 “(I) if such network insufficiency
16 has been previously identified, wheth-
17 er mitigation is planned for areas
18 where average times exceed seven
19 days; and

20 “(II) if such network insuffi-
21 ciency has not been previously identi-
22 fied or if previous mitigation plans
23 have not worked, how network insuffi-
24 ciency can be overcome; and

1 “(ii) examine whether the third party
2 administrator is meeting contractual obli-
3 gations regarding network sufficiency.”.

4 (b) CLERICAL AMENDMENT.—The table of sections
5 at the beginning of such chapter is amended by inserting
6 after the item relating to section 1706A the following new
7 item:

“1706B. Requirements for timing of scheduling of appointments.”.

8 (c) EFFECTIVE DATE.—The Secretary of Veterans
9 Affairs shall comply with the requirements under section
10 1706B of title 38, United States Code, as added by sub-
11 section (a), by not later than 180 days after the date of
12 the enactment of this Act.

13 **SEC. 102. CONSIDERATION OF TELEHEALTH IN DETER-**
14 **MINING WHETHER AN APPOINTMENT CAN BE**
15 **SCHEDULED WITHIN THE ACCESS STAND-**
16 **ARDS OF THE DEPARTMENT OF VETERANS**
17 **AFFAIRS AND LIMITATION ON AVAILABILITY**
18 **OF TELEHEALTH THROUGH COMMUNITY**
19 **CARE.**

20 (a) IN GENERAL.—Section 1703 of title 38, United
21 States Code, is amended—

22 (1) in subsection (d), by adding at the end the
23 following new paragraph:

24 “(5) In determining under paragraph (1)(D) whether
25 the Department is able to furnish care or services in a

1 manner that complies with designated access standards
2 under section 1703B of this title, for purposes of deter-
3 mining the availability of an appointment, a telehealth ap-
4 pointment shall be considered as an available appoint-
5 ment, subject to subsection (r), if the veteran accepts the
6 use of telehealth or the only option for the appointment
7 is via telehealth.”;

8 (2) by redesignating subsection (q) as sub-
9 section (r); and

10 (3) by inserting after subsection (p) the fol-
11 lowing new subsection (q):

12 “(q) AVAILABILITY OF TELEHEALTH.—(1) If a cov-
13 ered veteran is authorized to receive care or services under
14 this section, the covered veteran may only seek such care
15 or services via telehealth if—

16 “(A) such care or services via telehealth are not
17 available through the Department;

18 “(B) the wait time for such care or services via
19 telehealth is longer through the Department than
20 through a provider under this section; or

21 “(C) the veteran has already established related
22 in-person care or services through a provider under
23 this section.

24 “(2) When discussing options for care or services for
25 a covered veteran under this section, the Secretary shall

1 ensure that the veteran is informed of the ability of the
2 veteran to seek care or services via telehealth, either
3 through a medical facility of the Department or through
4 a non-Department provider, if telehealth—

5 “(A) is available to the veteran; and

6 “(B) is appropriate for the type of care or serv-
7 ices the veteran is seeking, as determined by the
8 Secretary.”.

9 (b) LIMITATION ON TELEHEALTH THROUGH COM-
10 MUNITY CARE PROVIDERS.—When a veteran is authorized
11 to seek care from a non-Department of Veterans Affairs
12 provider under the laws administered by the Secretary of
13 Veterans Affairs other than under section 1703 of title
14 38, United States Code, the veteran may only seek care
15 via telehealth under such laws if—

16 (1) such care via telehealth is not available
17 through the Department;

18 (2) the wait time for such care via telehealth is
19 longer through the Department than through a com-
20 munity provider; or

21 (3) the veteran has already established related
22 in-person care through the community provider.

1 **SEC. 103. INFORMATION FOR VETERANS REGARDING AC-**
2 **CESS TO CARE.**

3 (a) IN GENERAL.—Subchapter I of chapter 17 of title
4 38, United States Code, is amended by inserting after sec-
5 tion 1704A the following new section:

6 **“§ 1704B. Information regarding access to care**

7 “(a) PROVISION OF INFORMATION.—

8 “(1) IN GENERAL.—To the greatest extent
9 practicable, the Secretary shall ensure that veterans
10 are provided, for each episode of care sought under
11 the laws administered by the Secretary, information
12 on current wait time and average driving time op-
13 tions for such episode of care, disaggregated by care
14 provided—

15 “(A) in person at a facility of the Depart-
16 ment of Veterans Affairs;

17 “(B) via telehealth through a provider of
18 the Department;

19 “(C) in person through the nearest suit-
20 able non-Department facility with which the
21 Department has a provider agreement or other
22 arrangement for non-Department care pursuant
23 to section 1703 of this title; and

24 “(D) via telehealth through a non-Depart-
25 ment provider with which the Department has
26 a provider agreement or other arrangement for

1 non-Department care pursuant to such section
2 with the shortest wait time.

3 “(2) FORM OF INFORMATION.—Information
4 provided under paragraph (1)—

5 “(A) may be provided electronically; and

6 “(B) shall be documented in the health
7 record of the veteran.

8 “(3) OPT OUT.—The Secretary shall permit a
9 veteran to opt out of receiving information under
10 paragraph (1).

11 “(b) PUBLICATION AND UPDATE OF INFORMA-
12 TION.—Not less frequently than weekly, the Secretary
13 shall update the Access to Care website of the Department
14 (or successor website) to include updated information with
15 respect to the following:

16 “(1) The information required under subsection
17 (a).

18 “(2) The national average wait-times for an ap-
19 pointment at each of a Department facility and non-
20 Department facility for the receipt of primary care,
21 specialty care (which shall include a disaggregated
22 average wait time for outpatient in-person individual
23 mental health care), and hospital care.

24 “(3) Total completed appointments for care
25 under the laws administered by the Secretary

1 disaggregated by appointments completed during the
2 following period following a request for appointment:

3 “(A) Within 30 days.

4 “(B) More than 30 days.

5 “(C) More than 90 days.

6 “(D) More than 180 days.

7 “(4) Historical data, at a minimum dating back
8 10 years if available, for each data point required to
9 be calculated under—

10 “(A) subsection (a);

11 “(B) section 206 of the Veterans Access,
12 Choice, and Accountability Act of 2014 (Public
13 Law 113–146; 38 U.S.C. 1701 note);

14 “(C) section 195 of the Joseph Maxwell
15 Cleland and Robert Joseph Dole Memorial Vet-
16 erans Benefits and Health Care Improvement
17 Act of 2022 (division U of Public Law 117–
18 328; 38 U.S.C. 1701 note); or

19 “(D) any other provision of law that re-
20 quires data to be included in the Access to Care
21 website of the Department (or successor
22 website).

23 “(c) BRIEFING.—Not less frequently than quarterly,
24 the Secretary shall provide to the Committee on Veterans’
25 Affairs of the Senate and the Committee on Veterans’ Af-

1 fairs of the House of Representatives a briefing that in-
2 cludes a presentation or overview of the trends in the data
3 published on the Access to Care website of the Depart-
4 ment (or successor website).”.

5 (b) CLERICAL AMENDMENT.—The table of sections
6 at the beginning of chapter 17 of such title is amended
7 by inserting after the item relating to section 1704A the
8 following new item:

“1704B. Information regarding access to care.”.

9 **Subtitle B—Provider Requirements**

10 **SEC. 111. EXTENSION OF PERIOD FOR SUBMITTAL OF** 11 **CLAIMS BY HEALTH CARE ENTITIES AND** 12 **PROVIDERS.**

13 Section 1703D of title 38, United States Code, is
14 amended —

15 (a) in subsection (a)(2), by striking “the reason for
16 denying the claim and what, if any, additional information
17 is required to process the claim” and inserting “the reason
18 for denying the claim and request additional missing infor-
19 mation, if any, that is required to process the claim”;

20 (b) by amending subsection (b) to read as follows:

21 “(b) SUBMITTAL OF CLAIMS BY HEALTH CARE EN-
22 TITIES AND PROVIDERS.—(1) A health care entity or pro-
23 vider that furnishes hospital care, a medical service, or
24 an extended care service under this chapter pursuant to
25 a contract, agreement, or other arrangement shall submit

1 to the Secretary a claim for payment for furnishing the
2 hospital care, medical service, or extended care service not
3 later than one year after the date on which the entity or
4 provider furnished the hospital care, medical service, or
5 extended care service.

6 “(2) No health care entity or provider may seek pay-
7 ment from a patient if the health care entity or provider
8 failed to comply with the timely filing requirement set
9 forth in paragraph (1).”; and

10 (c) in subsection (c), by adding at the end the fol-
11 lowing new paragraph:

12 “(3) The Secretary may suspend a health care entity
13 or provider from furnishing hospital care, medical services,
14 and extended care services under this chapter if the Sec-
15 retary has reason to believe the entity or provider has sub-
16 mitted to the Secretary fraudulent health care claims for
17 payment by the Secretary.”.

18 **SEC. 112. RATING PROGRAM RELATING TO MILITARY SEX-**
19 **UAL TRAUMA FOR PROVIDERS UNDER VET-**
20 **ERANS COMMUNITY CARE PROGRAM OF DE-**
21 **PARTMENT OF VETERANS AFFAIRS.**

22 (a) PROGRAM.—The Secretary of Veterans Affairs
23 shall establish a program under which the Secretary pro-
24 vides a rating of “MST Aware” for any community care

1 provider that complies with the qualifications under sub-
2 section (b).

3 (b) PROVIDER QUALIFICATIONS.—The Secretary
4 shall provide a community care provider with a rating of
5 “MST Aware” pursuant to the program established under
6 subsection (a) if the provider—

7 (1) completes core training modules relating to
8 military sexual trauma recommended or required of
9 similar employees of the Department or rec-
10 ommended by the Office of Integrated Veteran Care,
11 or successor office, and other relevant training mod-
12 ules as determined by the Secretary;

13 (2) completes core training modules relating to
14 the treatment of women veterans, such as the train-
15 ing module created under section 5203 of the Debo-
16 rah Sampson Act of 2020 (title V of Public Law
17 116–315; 38 U.S.C. 1703 note), as determined by
18 the Secretary; and

19 (3) complies with such other criteria as the Sec-
20 retary may determine appropriate.

21 (c) TIMING.—The Secretary shall determine how
22 often a community care provider shall be required to com-
23 plete any training and updates to the training or comply
24 with any criteria required under subsection (b) in order
25 to maintain the “MST Aware” rating.

1 (d) PLAN.—The Secretary shall establish a plan to
2 promote the program established under subsection (a) and
3 encourage the participation of community care providers
4 in such program by offering incentives, such as continuing
5 medical education credits, to providers that complete core
6 or other relevant training modules.

7 (e) PUBLICATION OF LIST.—

8 (1) IN GENERAL.—Each Third Party Adminis-
9 trator shall publish on a publicly available and user-
10 friendly website a list of all community care pro-
11 viders administered by the Third Party Adminis-
12 trator that includes a designation of whether each
13 provider has earned an “MST Aware” rating pursu-
14 ant to the program established under subsection (a).

15 (2) UPDATE.—Each Third Party Administrator
16 shall update the list required under paragraph (1)
17 not less frequently than weekly.

18 (3) OVERSIGHT.—The Secretary shall develop
19 an oversight plan to ensure the lists under this sub-
20 section are maintained and accurate.

21 (4) DISPLAY OF RATING.—The Secretary shall
22 ensure that the Provider Profile Management Sys-
23 tem, or any successor system, displays the “MST
24 Aware” rating pursuant to the program established

1 under subsection (a) for any provider that achieves
2 such rating.

3 (5) THIRD PARTY ADMINISTRATOR DEFINED.—

4 In this subsection, the term “Third Party Adminis-
5 trator” has the meaning given that term in section
6 1703B of title 38, United States Code.

7 (f) REPORT.—Not later than one year after the es-
8 tablishment of the program under subsection (a), and not
9 less frequently than annually thereafter, the Secretary
10 shall submit to the Committee on Veterans’ Affairs of the
11 Senate and the Committee on Veterans’ Affairs of the
12 House of Representatives a report on the program, includ-
13 ing—

14 (1) a description of the training modules deter-
15 mined by the Secretary for purposes of paragraphs
16 (1) and (2) of subsection (b);

17 (2) the number of community care providers
18 who have earned an “MST Aware” rating during
19 the prior year, disaggregated by community care re-
20 gion, provider type, and specialty;

21 (3) an assessment of the effectiveness of the
22 training modules and other criteria required under
23 subsection (b); and

1 (4) the status of the plans of the Secretary for
2 promotion of the program and provision of incentives
3 under subsection (d).

4 (g) COMMUNITY CARE PROVIDER DEFINED.—In this
5 section, the term “community care provider” means a
6 health care provider specified under section 1703(c) of
7 title 38, United States Code.

8 **SEC. 113. REQUIREMENTS RELATING TO QUALITY OF COM-**
9 **MUNITY CARE PROVIDERS.**

10 (a) MONTHLY CHECKS AGAINST LIST OF EXCLUDED
11 INDIVIDUALS OR ENTITIES.—The Secretary of Veterans
12 Affairs shall ensure that third party administrators under
13 the Veterans Community Care Program perform auto-
14 mated monthly checks for all community care providers
15 against the list of excluded individuals or entities set forth
16 by the Office of Inspector General of the Department of
17 Health and Human Services using social security number,
18 date of birth, and other unique identifiers.

19 (b) REVISION OF PROVIDER EXCLUSION STANDARD
20 OPERATING PROCEDURES.—Not later than 90 days after
21 the date of the enactment of this Act, the Secretary shall
22 ensure that the Office of Integrated Veteran Care revises
23 its provider exclusion standard operating procedures to re-
24 quire automated matching of community care providers in
25 the provider profile management system of the Depart-

1 ment of Veterans Affairs to the system for award manage-
2 ment exclusions of the General Services Administration
3 using both taxpayer identification number and national
4 provider identifier as identifiers.

5 (c) PROCESS TO IDENTIFY DEPARTMENT PRO-
6 VIDERS TERMINATED OR RESIGNING FROM EMPLOY-
7 MENT.—Not later than 90 days after the date of the en-
8 actment of this Act, the Secretary shall ensure that the
9 Under Secretary for Health of the Department of Vet-
10 erans Affairs develops a process to identify health care
11 providers that are terminated, retire, or resign from em-
12 ployment with the Department for quality of care concerns
13 or while under investigation for quality of care concerns
14 so those health care providers can be prevented from par-
15 ticipating in the Veterans Community Care Program.

16 (d) UPDATE OF INFORMATION ON PROVIDERS.—Not
17 later than 180 days after the date of the enactment of
18 this Act, the Secretary, through the Office of Integrated
19 Veteran Care, shall develop a process to ensure that third
20 party administrators regularly, not less frequently than
21 monthly—

22 (1) update their lists of community care pro-
23 viders to reflect accurate provider contact informa-
24 tion;

1 (2) annotate providers that are not currently
2 accepting patients under the Veterans Community
3 Care Program; and

4 (3) remove providers from the provider profile
5 management system that—

6 (A) are on the list of excluded individuals
7 or entities set forth by the Office of Inspector
8 General of the Department of Health and
9 Human Services;

10 (B) are in the system for award manage-
11 ment exclusions of the General Services Admin-
12 istration; or

13 (C) have been terminated from employ-
14 ment with the Department of Veterans Affairs
15 due to quality of care concerns or left such em-
16 ployment voluntarily, through resignation, or
17 through retirement, while under investigation
18 for quality of care concerns.

19 (e) DEFINITIONS.—In this section:

20 (1) VETERANS COMMUNITY CARE PROGRAM.—
21 The term “Veterans Community Care Program”
22 means the Veterans Community Care Program
23 under section 1703 of title 38, United States Code.

24 (2) COMMUNITY CARE PROVIDER.—The term
25 “community care provider” means a health care pro-

1 vider specified under section 1703(c) of title 38,
2 United States Code.

3 **SEC. 114. COMMUNITY CARE PROVIDER TRAINING RE-**
4 **QUIREMENTS.**

5 (a) IN GENERAL.—Subchapter I of chapter 17 of title
6 38, United States Code, is amended by inserting after sec-
7 tion 1703G the following new section:

8 **“§ 1703H. Required training for community care pro-**
9 **viders**

10 “(a) IN GENERAL.—Each non-Department health
11 care provider that provides health care to veterans under
12 this subchapter shall complete covered training.

13 “(b) CONTINUING EDUCATION REQUIREMENTS.—
14 The Secretary shall offer covered training under this sec-
15 tion in such a manner as to qualify for or fulfill continuing
16 education requirements for health care professionals.

17 “(c) TIMELINE.—

18 “(1) IN GENERAL.—Covered training must be
19 completed by a health care provider under this sec-
20 tion—

21 “(A) except as provided in paragraph (2),
22 within the same time period in which a newly
23 hired health care provider employed by the De-
24 partment is required to complete such training
25 or substantially similar training; and

1 “(B) in the case of any recurring or newly
2 added training, within the same time period in
3 which a health care provider employed by the
4 Department is required to complete such train-
5 ing or substantially similar training.

6 “(2) EXISTING PROVIDERS.—With respect to
7 health care providers providing care to veterans
8 under this subchapter as of the date of the enact-
9 ment of the Honor Our Promise to Veterans Act of
10 2025, covered training under paragraph (1)(A) must
11 be completed by not later than one year after such
12 date of enactment.

13 “(d) LACK OF COMPLIANCE.—

14 “(1) SUPERVISION.—A non-Department health
15 care provider that does not complete covered train-
16 ing within the timelines required under this section
17 shall be able to provide care under the laws adminis-
18 tered by the Secretary only under direct supervision
19 by a provider who has completed covered training
20 and has an equivalent or higher licensure as the pro-
21 vider in question.

22 “(2) REMOVAL.—A non-Department health
23 care provider that has not completed covered train-
24 ing as of the date that is 180 days after the due
25 date for such training shall be—

1 “(A) ineligible to provide health care under
2 the laws administered by the Secretary until
3 completing covered training;

4 “(B) removed from any network of non-
5 Department health care providers; and

6 “(C) ineligible to reapply to be a part of
7 any such network for not less than 180 days
8 and until completing covered training.

9 “(e) PUBLICATION OF TRAINING STATUS.—

10 “(1) PROVIDER PROFILE MANAGEMENT SYS-
11 TEM.—The status of the completion by a non-De-
12 partment health care provider of covered training
13 shall be reflected in the Provider Profile Manage-
14 ment System, or any successor system.

15 “(2) PUBLICLY AVAILABLE WEBSITE.—Each
16 Third Party Administrator (as defined in section
17 1703B of this title) shall publish the status of the
18 completion by non-Department health care providers
19 administered by the Third Party Administrator of
20 covered training on a publicly available and user-
21 friendly website and update such a website not less
22 frequently than weekly.

23 “(f) COVERED TRAINING DEFINED.—In this section,
24 the term ‘covered training’ means—

1 “(1) course modules that are required of simi-
2 larly practicing and licensed providers of the Depart-
3 ment relating to military culture, post-traumatic
4 stress disorder, evaluation and management of sui-
5 cide, preventing suicide through lethal means safety,
6 traumatic brain injury, and opioid safety provided by
7 or through the Department; or

8 “(2) course modules determined by the Sec-
9 retary as comparable in length and scope to those
10 specified in paragraph (1).”.

11 (b) CLERICAL AMENDMENT.—The table of sections
12 at the beginning of such chapter is amended by inserting
13 after the item relating to section 1703G the following new
14 item:

“1703H. Required training for community care providers.”.

15 **SEC. 115. WAIVERS FOR NETWORK ADEQUACY.**

16 Section 1703B(f)(3) of title 38, United States Code,
17 is amended by adding at the end the following new sub-
18 paragraph:

19 “(F) Not later than one year after the date of the
20 enactment of the Honor Our Promise to Veterans Act of
21 2025, and not less frequently than annually thereafter,
22 each Third Party Administrator shall publish on a publicly
23 available and user-friendly website an overview of waivers
24 requested by the Third Party Administrator under sub-
25 paragraph (A) and approved by the Department, which

1 shall include an indication of any services and geographic
2 locations with active waivers.”.

3 **SEC. 116. CONTRACTING REQUIREMENTS.**

4 Section 1703(h) of title 38, United States Code, is
5 amended—

6 (1) in paragraph (3)—

7 (A) by amending subparagraph (A) to read
8 as follows:

9 “(A) The Secretary may terminate a contract with
10 an entity entered into under paragraph (1) at such time
11 and upon such notice to the entity as the Secretary may
12 specify for purposes of this section, if the Secretary noti-
13 fies the appropriate committees of Congress that, at a
14 minimum—

15 “(i) the entity—

16 “(I) failed to comply substantially with the
17 provisions of the contract or with the provisions
18 of this section and the regulations prescribed
19 under this section; or

20 “(II) failed to comply with the access
21 standards or the standards for quality estab-
22 lished by the Secretary;

23 “(ii) it is reasonable to terminate the contract
24 based on the health care needs of veterans; or

1 “(iii) it is reasonable to terminate the contract
2 based on coverage provided by contracts or sharing
3 agreements entered into under authorities other
4 than this section.”;

5 (B) by redesignating subparagraph (B) as
6 subparagraph (D);

7 (C) by inserting after subparagraph (A)
8 the following new subparagraphs:

9 “(B)(i) The Secretary shall terminate a contract with
10 an entity entered into under paragraph (1) at such a time
11 and upon such notice to the entity as the Secretary may
12 specify for the purposes of this section, if the entity—

13 “(I) is excluded from participation in a Federal
14 health care program (as defined in section 1128B(f)
15 of the Social Security Act (42 U.S.C. 1320a–7b(f)))
16 under section 1128 or 1128A of the Social Security
17 Act (42 U.S.C. 1320a–7 and 1320a–7a);

18 “(II) has been convicted of a felony or other se-
19 rious offense under Federal or State law and the
20 continued participation of the entity would be detri-
21 mental to the best interests of veterans or the De-
22 partment;

23 “(III) is identified as an excluded source on the
24 list maintained in the System for Award Manage-
25 ment, or any successor system; or

1 “(IV) failed to comply with provisions of the
2 contract or provisions of this section related to train-
3 ing or return of medical record documentation for
4 care or services provided under this section.

5 “(ii) The Secretary may issue a waiver for entities
6 subject to clause (i) for a one-year period, and such a
7 waiver shall be reported to Congress not later than 30
8 days after such waiver is issued.

9 “(C) Any entities ineligible to enter into contracts
10 with the Department due to one or more reasons specified
11 in this paragraph may be listed on a publicly available
12 website of the Department or appropriate third party ad-
13 ministrators.”;

14 (D) in subparagraph (D), as redesignated
15 by subparagraph (B) of this paragraph, by
16 striking “in subparagraph (A)” and inserting
17 “in this paragraph”; and

18 (2) by adding at the end the following new
19 paragraph:

20 “(7) Any contract or agreement between the Depart-
21 ment and a third party administrator or between a third
22 party administrator and a health care provider specified
23 in subsection (c) that is made with respect to care or serv-
24 ices provided under this section shall include—

1 “(A) notice of obligations to comply with Fed-
2 eral laws and the consequences for failure to comply
3 with those laws, including specific information re-
4 garding claims for payment and consequences for
5 any false claims, statements, or documents, or con-
6 cealment of a material fact;

7 “(B) confirmation by the health care provider
8 that they are accredited to provide any specialized
9 services subject to the contract or agreement and
10 that they will only use qualified staff to provide
11 those services; and

12 “(C) confirmation that the health care provider
13 will identify any individuals providing specialized
14 services or treatments included in the contract or
15 agreement and provide proof of the licensure of
16 those individuals to the Department.”.

17 **SEC. 117. INSPECTOR GENERAL OVERSIGHT AUTHORITY**
18 **OVER COMMUNITY CARE.**

19 (a) IN GENERAL.—Subchapter I of chapter 17 of title
20 38, United States Code, is amended by inserting after sec-
21 tion 1703H, as added by section 114, the following new
22 section:

1 **“§ 1703I. Inspector General oversight authority over**
2 **community care**

3 “(a) IN GENERAL.—The Office of Inspector General
4 of the Department may audit any entity providing care
5 under the laws administered by the Secretary.

6 “(b) AUTHORITY.—The authority under subsection
7 (a) includes—

8 “(1) the authority to perform unannounced vis-
9 its, audits, or investigations; and

10 “(2) the authority to request and obtain any
11 necessary documents without a subpoena.

12 “(c) ELEMENTS OF AUDITS.—Audits under sub-
13 section (a) may be conducted—

14 “(1) to ensure conformance with required
15 standards of care prescribed by the Department;

16 “(2) to conduct inspections for safety;

17 “(3) to ensure compliance in general with the
18 law;

19 “(4) to ensure compliance with contractual obli-
20 gations; or

21 “(5) for such other purposes as the Inspector
22 General may determine appropriate.

23 “(d) NOTIFICATION.—Notification of the authority
24 under this section and any other related information as
25 the Secretary determines appropriate shall be included in
26 the provider handbooks of third party administrators.”.

1 (b) CLERICAL AMENDMENT.—Such chapter is
2 amended by inserting after the item relating to section
3 1703H the following new item:

“1703I. Inspector General oversight authority over community care.”.

4 **SEC. 118. REQUIREMENT THAT HEALTH CARE PROVIDERS**
5 **UNDER VETERANS COMMUNITY CARE PRO-**
6 **GRAM PROVIDE CERTAIN DATA.**

7 (a) IN GENERAL.—Beginning not later than one year
8 after the date of the enactment of this Act, the Secretary
9 of Veterans Affairs shall require that covered providers
10 electronically submit to the Secretary, at such time and
11 in such manner as the Secretary may require, data re-
12 quired to be collected and considered by the Secretary
13 under section 1703C(a)(3) of title 38, United States Code.

14 (b) EXCLUSION OF COVERED PROVIDERS.—The Sec-
15 retary may not permit a covered provider to participate
16 in the Veterans Community Care Program under section
17 1703 of title 38, United States Code, if the provider has
18 not provided to the Secretary data required under sub-
19 section (a).

20 (c) OTHER PROVIDERS.—The Secretary shall encour-
21 age health care providers specified in section 1703(e) of
22 title 38, United States Code, that are not covered pro-
23 viders to submit to the Secretary, on a voluntary basis,
24 data described in subsection (a).

25 (d) TYPE OF DATA REQUIRED AND WAIVER.—

1 (1) TYPE OF DATA.—The Secretary shall deter-
2 mine the data required to be submitted by each type
3 of covered provider under subsection (a).

4 (2) WAIVER.—The Secretary may waive the re-
5 quirement to submit data under subsection (a) for a
6 particular type of covered provider if the Secretary
7 determines that the submittal by that type of pro-
8 vider of such data would not be appropriate or rel-
9 evant.

10 (e) LIST OF HIGH-PERFORMING PROVIDERS.—

11 (1) IN GENERAL.—Each Third Party Adminis-
12 trator (as defined in section 1703B of title 38,
13 United States Code) shall publish and maintain a
14 publicly available and user-friendly website, updated
15 not less frequently than weekly, that contains an up-
16 to-date list of all covered providers administered by
17 the Third Party Administrator that—

18 (A) have provided data described in sub-
19 section (a); and

20 (B) are designated as high-performing pro-
21 viders, as determined by the Secretary.

22 (2) DISPLAY OF DESIGNATION.—The Secretary
23 shall ensure that the Provider Profile Management
24 System, or any successor system, shows the designa-

1 tion of a covered provider as a high-performing pro-
2 vider under paragraph (1)(B).

(3) USE OF DESIGNATION.—When scheduling an episode of care for a veteran with a health care provider, an employee of the Department shall—

6 (A) consult a list under paragraph (1) or
7 the Provider Profile Management System, or
8 any successor system, to determine if the health
9 care provider is designated as a high-per-
10 forming provider under paragraph (1)(B); and

11 (B) share information on such designation
12 with the veteran.

(f) COVERED PROVIDER DEFINED.—In this section, the term “covered provider” means a health care provider specified in section 1703(c) of title 38, United States Code, that the Secretary determines has sufficient resources to submit the data required under subsection (a) at the time and in the manner required by the Secretary under such subsection.

20 SEC. 119. FULL PRACTICE AUTHORITY FOR CERTAIN POSI-
21 TIONS WITHIN DEPARTMENT OF VETERANS
22 AFFAIRS.

(a) **FULL PRACTICE AUTHORITY.**—The Secretary of Veterans Affairs shall prescribe regulations to provide full practice authority to physician assistants and such other

1 licensed health care professionals of the Department of
2 Veterans Affairs as the Secretary considers appropriate
3 consistent with the education, training, and certification
4 of such physician assistant or health care professional.

5 (b) LIMITATIONS.—Regulations prescribed under
6 subsection (a) may be subject to—

7 (1) the limitations imposed by the Controlled
8 Substances Act (21 U.S.C. 801 et seq.);

9 (2) any limitation on the State licensure of an
10 individual regarding the authority to prescribe or ad-
11 minister controlled substances; and

12 (3) any other limitations on the provision of
13 care under the laws administered by the Secretary of
14 Veterans Affairs set forth in applicable Federal law
15 and policy.

16 (c) PHYSICIAN ASSISTANT DEFINED.—In this sec-
17 tion, the term “physician assistant” has the meaning given
18 that term in section 1861(aa)(5)(A) of the Social Security
19 Act (42 U.S.C. 1395x(aa)(5)(A)).

20 **SEC. 119A. TREATMENT OF PSYCHOLOGISTS.**

21 (a) TREATMENT AS TITLE 38 EMPLOYEES.—Section
22 7401 of title 38, United States Code, is amended—

23 (1) in paragraph (1), by inserting “psycholo-
24 gists,” after “chiropractors,”; and

1 (2) in paragraph (3), by striking “psycholo-
2 gists,”.

3 (b) INCLUSION IN CONTRACTS FOR SCARCE MEDICAL
4 SPECIALIST SERVICES.—Section 7409(a) of title 38,
5 United States Code, is amended by inserting “psycholo-
6 gists,” after “chiropractors,”.

7 **Subtitle C—Reports and Related**
8 **Matters**

9 **SEC. 121. INFORMATION ON LESSONS LEARNED TO IM-**
10 **PROVE CONTRACTING FOR COMMUNITY**
11 **CARE.**

12 (a) ESTABLISHMENT OF FORMAL PROCESS.—The
13 Secretary of Veterans Affairs, through the Office of Inte-
14 grated Veteran Care of the Department of Veterans Af-
15 fairs, shall establish a formal lessons-learned process, con-
16 sistent with leading practices, for contracts under the Vet-
17 erans Community Care Program under section 1703 of
18 title 38, United States Code, to inform the plans of the
19 Department of Veterans Affairs for contracts under such
20 program entered into after the date of the enactment of
21 this Act and the continuing oversight efforts of the De-
22 partment with respect to such program.

23 (b) REPORT ON PROCESS.—Not later than 180 days
24 after the date of the enactment of this Act, the Secretary
25 shall submit to the Committee on Veterans’ Affairs of the

1 Senate and the Committee on Veterans' Affairs of the
2 House of Representatives a report on the process estab-
3 lished under subsection (a).

4 **SEC. 122. ANALYSIS OF IMPACT OF SPENDING UNDER VET-**
5 **ERANS COMMUNITY CARE PROGRAM ON**
6 **BUDGETS OF MEDICAL CENTERS AND VET-**
7 **ERANS INTEGRATED SERVICE NETWORKS OF**
8 **THE DEPARTMENT OF VETERANS AFFAIRS.**

9 (a) IN GENERAL.—The Secretary of Veterans Affairs
10 shall conduct an analysis of the impact of spending under
11 the Veterans Community Care Program on the budgets
12 of individual medical centers and Veterans Integrated
13 Service Networks of the Department of Veterans Affairs
14 for fiscal years 2020 through 2025.

15 (b) ELEMENTS.—The analysis required under sub-
16 section (a) shall include the following:

17 (1) A breakdown of how Veterans Equitable
18 Resource Allocations to medical centers of the De-
19 partment are tracked for the Medical Services ac-
20 count, Medical Community Care account, Medical
21 Support and Compliance account, and Medical Fa-
22 cilities account of the Department for each fiscal
23 year.

1 (2) The top 10 services for which care is sought
2 under the Veterans Community Care Program for
3 each fiscal year at each medical center.

4 (3) The number of full-time equivalent employ-
5 ees dedicated to local offices of the Office of Inte-
6 grated Veteran Care of the Department.

7 (4) To the extent possible, a breakdown by
8 medical center of health care coverage of patients
9 authorized to receive care under the Veterans Com-
10 munity Care Program, including private insurance,
11 Medicare, or Medicaid.

12 (5) The administrative fee for each claim, or
13 the aggregate fee for such claims, for care under the
14 Veterans Community Care Program at each medical
15 center.

16 (c) REPORT.—Not later than one year after the date
17 of the enactment of this Act, the Secretary shall submit
18 to the Committee on Veterans' Affairs of the Senate and
19 the Committee on Veterans' Affairs of the House of Rep-
20 resentatives a report on the analysis conducted under sub-
21 section (a).

22 (d) DEFINITIONS.—In this section:

23 (1) VETERANS COMMUNITY CARE PROGRAM.—
24 The term “Veterans Community Care Program”

1 means the Veterans Community Care Program
2 under section 1703 of title 38, United States Code.

3 (2) NON-SERVICE-CONNECTED; SERVICE-CON-
4 NECTED.—The terms “non-service-connected” and
5 “service-connected” have the meanings given those
6 terms in section 101 of title 38, United States Code.

7 **SEC. 123. STUDY ON RECOVERY OF REVENUE FROM PRI-**
8 **VATE HEALTH INSURERS.**

9 (a) IN GENERAL.—The Secretary of Veterans Affairs
10 shall conduct a study assessing the feasibility and advis-
11 ability of maximizing opportunities to bill private health
12 insurers of veterans for recoverable claims.

13 (b) ELEMENTS.—In conducting the study required
14 under subsection (a), the Secretary shall—

15 (1) consider aligning and prioritizing the proc-
16 essing of potentially recoverable claims to filing
17 deadlines for private health insurers;

18 (2) consider how information systems controls
19 can be strengthened to ensure complete and accurate
20 claims information is transferred between applicable
21 current and future payment systems, the workflow
22 tool of the Consolidated Patient Account Centers,
23 and patient treatment files in VistA; and

24 (3) determine if staffing resources and work-
25 load are sufficiently aligned to process the antici-

1 pated volume of claims billed to private health insur-
2 ers of veterans and outline changes to such re-
3 sources and workload that might be needed.

4 (c) REPORT.—Not later than one year after the date
5 of the enactment of this Act, the Secretary shall submit
6 to the Committee on Veterans' Affairs of the Senate and
7 the Committee on Veterans' Affairs of the House of Rep-
8 resentatives a report on the study conducted under sub-
9 section (a).

10 **SEC. 124. MATTERS RELATING TO EMERGENCY CARE.**

11 (a) COMPREHENSIVE REVIEW OF AUTHORITIES RE-
12 LATING TO EMERGENCY CARE.—

13 (1) IN GENERAL.—The Secretary of Veterans
14 Affairs shall seek to enter into a contract with an
15 independent entity under which the entity shall com-
16 plete and submit to the Secretary a comprehensive
17 review of the existing authorities of the Department
18 of Veterans Affairs to reimburse the cost of emer-
19 gency treatment provided to veterans, including
20 emergency transportation services, and determine
21 whether and how those authorities should be modi-
22 fied to streamline the process and reduce confusion
23 by veterans regarding what is covered.

1 (2) TIMING.—The review required under para-
2 graph (1) shall be completed not later than one year
3 after the date of the enactment of this Act.

4 (3) INPUT.—The review required under para-
5 graph (1) shall consider input from key stakeholders
6 of the Department, including veterans service orga-
7 nizations.

8 (b) ANALYSIS OF INPATIENT EMERGENCY CARE
9 SPENDING UNDER VETERANS COMMUNITY CARE PRO-
10 GRAM.—

11 (1) IN GENERAL.—The Secretary of Veterans
12 Affairs shall conduct a detailed analysis to review in-
13 patient emergency care spending under the Veterans
14 Community Care Program, which shall include an
15 assessment of —

16 (A) how the Department of Veterans Af-
17 fairs could repatriate veterans admitted to hos-
18 pitals under the Veterans Community Care Pro-
19 gram when it is medically appropriate;

20 (B) how the Department could require
21 third party administrators to inform the De-
22 partment when patients require inpatient ad-
23 mission or high-dollar procedures; and

24 (C) how the Department could conduct in-
25 tensive case management for individuals with a

1 high likelihood of emergency department visits
2 or inpatient admissions to help reduce costs, in-
3 cluding by using similar practices already used
4 by private health care plans.

5 (2) REPORT.—Not later than one year after the
6 date of the enactment of this Act, the Secretary
7 shall submit to the Committee on Veterans’ Affairs
8 of the Senate and the Committee on Veterans’ Af-
9 fairs of the House of Representatives a report on the
10 analysis conducted under paragraph (1) and publish
11 the report on a publicly available website of the De-
12 partment.

13 (3) VETERANS COMMUNITY CARE PROGRAM DE-
14 FINED.—In this subsection, the term “Veterans
15 Community Care Program” means the Veterans
16 Community Care Program under section 1703 of
17 title 38, United States Code.

18 (c) REPORT ON EXPANSION OF TELE-EMERGENCY
19 CARE.—

20 (1) IN GENERAL.—Not later than 180 days
21 after the date of the enactment of this Act, the Sec-
22 retary of Veterans Affairs shall submit to the Com-
23 mittee on Veterans’ Affairs of the Senate and the
24 Committee on Veterans’ Affairs of the House of
25 Representatives a report on the feasibility and advis-

1 ability of expanding tele-emergency care in a con-
2 sistent and standardized manner throughout the De-
3 partment of Veterans Affairs.

4 (2) ELEMENTS.—The report required under
5 paragraph (1) shall include—

6 (A) information on how long it would take
7 to implement an expansion of tele-emergency
8 care throughout the Department of Veterans
9 Affairs;

10 (B) an assessment of staffing needs for
11 such an expansion;

12 (C) an assessment of any legislative
13 changes needed for such an expansion;

14 (D) a cost analysis of potential savings in
15 implementing such an expansion; and

16 (E) an assessment of impacts on quality of
17 care and coordination of care for veterans re-
18 sulting from such an expansion.

19 **SEC. 125. REVIEW OF DIALYSIS CARE FURNISHED BY DE-**
20 **PARTMENT OF VETERANS AFFAIRS.**

21 (a) REVIEW BY THE OFFICE OF INSPECTOR GEN-
22 ERAL.—

23 (1) IN GENERAL.—Not later than 18 months
24 after the date of the enactment of this Act, the In-
25 spector General of the Department of Veterans Af-

1 fairs shall conduct an investigation and publish a re-
2 port on the quality and availability of dialysis care
3 provided at facilities of the Department or author-
4 ized by the Department to be provided through non-
5 Department providers.

6 (2) INPUT.—The review required under para-
7 graph (1) shall consider input from key stakeholders
8 of the Department, including veterans service orga-
9 nizations and labor organizations representing staff
10 of the Department and staff of non-Department pro-
11 viders.

12 (3) ASSESSMENT.—The review required by
13 paragraph (1) shall include an assessment of—

14 (A) facilities of the Department that pro-
15 vide dialysis care, including an assessment of—

16 (i) the capacity and utilization of such
17 facilities;

18 (ii) the staffing and vacancy levels for
19 providing such care; and

20 (iii) the volume of dialysis care pro-
21 vided to veterans via non-Department pro-
22 viders in the catchment area of such facili-
23 ties; and

24 (B) non-Department facilities and pro-
25 viders that are authorized to and have provided

1 dialysis care to veterans via an agreement with
2 the Department, including an assessment of—
3 (i) conformance with required stand-
4 ards of care prescribed by the Department;
5 (ii) patient safety;
6 (iii) compliance in general with the
7 law;
8 (iv) staffing levels;
9 (v) changes in access to and utiliza-
10 tion of care by veterans related to staffing
11 levels and patient capacity of such facility;
12 (vi) billing practices for care author-
13 ized by the Department; and
14 (vii) such other topics as the Inspector
15 General determines appropriate.

16 (4) RECOMMENDATIONS.—Not later than 120
17 days after the publication of the report under para-
18 graph (1), and not less frequently than quarterly
19 thereafter until all recommendations contained in
20 such report are closed by the Inspector General of
21 the Department, the Secretary of Veterans Affairs
22 shall submit to the Committee on Veterans' Affairs
23 of the Senate and the Committee on Veterans' Af-
24 fairs of the House of Representatives a report on the
25 implementation of such recommendations.

1 (b) CONTRACT ENFORCEMENT.—

2 (1) IN GENERAL.—Any violation of any con-
3 tract or agreement with the Department of Veterans
4 Affairs or violation of the law by a non-Department
5 entity found by the review conducted under sub-
6 section (a) shall be immediately and expeditiously
7 remedied by the Secretary and any obligations under
8 any such contract or agreement, or pursuant to such
9 law, including any penalties, shall be immediately
10 and expeditiously enforced by the Department.

11 (2) FOLLOW-UP.—Not later than one year after
12 the publication of the report under subsection (a)(1),
13 the Inspector General of the Department of Vet-
14 erans Affairs shall—

15 (A) conduct a follow-up review containing
16 any findings and recommendations related to
17 violations described in paragraph (1); and

18 (B) submit to the Secretary of Veterans
19 Affairs, the Committee on Veterans' Affairs of
20 the Senate, and the Committee on Veterans' Af-
21 fairs of the House of Representatives a report
22 on any ongoing violations.

23 (3) FINANCIAL PENALTIES.—After receipt of
24 the report under paragraph (2)(B), the Secretary
25 shall impose financial penalties commensurate with

1 the level and quantity of violations until those viola-
2 tions are resolved.

3 **SEC. 126. BENEFITS FOR PERSONS DISABLED BY TREAT-**
4 **MENT UNDER VETERANS COMMUNITY CARE**
5 **PROGRAM OF DEPARTMENT OF VETERANS**
6 **AFFAIRS.**

7 (a) IN GENERAL.—Subsection (a) of section 1151 of
8 title 38, United States Code, is amended—

9 (1) by redesignating paragraph (2) as para-
10 graph (3);

11 (2) in paragraph (1)(B), by striking “or” at the
12 end; and

13 (3) by inserting after paragraph (1) the fol-
14 lowing new paragraph (2):

15 “(2) the disability or death was caused by hos-
16 pital care, a medical service, or an extended care
17 service furnished the veteran by a non-Department
18 provider under section 1703 of this title and the
19 proximate cause of the disability or death was—

20 “(A) carelessness, negligence, lack of prop-
21 er skill, error in judgment, or similar instance
22 of fault on the part of the provider in fur-
23 nishing the hospital care, medical service, or ex-
24 tended care service; or

1 “(B) an event not reasonably foreseeable;
2 or”.

3 (b) OFFSET OF AWARDS.—Such section is amended
4 by adding at the end the following new subsection:

5 “(d) The amount of any judgment awarded to an in-
6 dividual in a civil action brought by the individual against
7 a non-Department provider in a court of competent juris-
8 diction for a disability or death caused by hospital care,
9 a medical service, or an extended care service furnished
10 by a non-Department provider as described in subsection
11 (a)(2) shall be offset by the amount of any compensation
12 awarded to the individual under such subsection for such
13 disability or death.”.

14 **TITLE II—STAFFING MATTERS**

15 **Subtitle A—Salaries**

16 **SEC. 201. MODIFICATION OF LIMITATION ON WAIVER FOR** 17 **PAY OF CRITICAL HEALTH CARE PERSONNEL.**

18 Section 7431(e)(6) of title 38, United States Code,
19 is amended—

20 (1) by striking subparagraph (D); and

21 (2) by redesignating subparagraphs (E), (F),
22 and (G) as subparagraphs (D), (E), and (F), respec-
23 tively.

1 **SEC. 202. INCREASE OF MAXIMUM AMOUNT OF INCENTIVE**
2 **PAY FOR DEPARTMENT PHARMACIST EXECU-**
3 **TIVES.**

4 Section 7410(b) of title 38, United States Code, is
5 amended —

6 (1) in paragraph (1), by striking “\$40,000”
7 and inserting “\$100,000”; and

8 (2) in paragraph (6)—

9 (A) by striking “Special” and inserting
10 “(A) Special”;

11 (B) by striking “bonuses and”; and

12 (C) by adding at the end the following new
13 subparagraph:

14 “(B) Recruitment, relocation, or retention bonuses
15 under subsections (a) and (b) of section 706 of this title
16 and critical skills incentives under subsection (d) of such
17 section shall be excluded from the calculation of the limita-
18 tion under subparagraph (A).”.

19 **SEC. 203. MODIFICATION OF SPECIAL PAY AUTHORITY FOR**
20 **NURSE EXECUTIVES.**

21 Section 7452(g) of title 38, United States Code, is
22 amended—

23 (1) in paragraph (1), by striking “Department
24 nurse executives, the Secretary may, in accordance
25 with” and all that follows through “The Central Of-
26 fice.” and inserting “nurse executives for the Vet-

1 erans Health Administration, the Under Secretary
2 for Health may pay special pay to personnel of the
3 Veterans Health Administration who are nurse ex-
4 ecutives.”; and

5 (2) by adding at the end the following new
6 paragraph:

7 “(5) The Under Secretary for Health shall define
8 through regulations which positions of the Veterans
9 Health Administration qualify as nurse executives for pur-
10 poses of special pay under paragraph (1).”.

11 **Subtitle B—Recruitment and**
12 **Retention**

13 **SEC. 211. INCLUSION OF POLICE OFFICERS OF DEPART-**
14 **MENT OF VETERANS AFFAIRS AS LAW EN-**
15 **FORCEMENT OFFICERS.**

16 (a) CSRS AND FERS.—

17 (1) IN GENERAL.—Title 5, United States Code,
18 is amended—

19 (A) in section 8331(20), in the matter pre-
20 ceding subparagraph (A)—

21 (i) by inserting “, or an individual de-
22 scribed in section 8401(17)(E)” after
23 “criminal laws of the United States”; and

24 (ii) by inserting “, or so described,”
25 after “engaged in this activity”; and

1 (B) in section 8401(17)—

2 (i) in subparagraph (C)—

3 (I) by striking “subparagraph
4 (A) and (B)” and inserting “subpara-
5 graph (A), (B), or (E)”; and

6 (II) by striking “and” at the end;

7 (ii) in the flush text following sub-
8 paragraph (D)(iii), by adding “and” at the
9 end; and

10 (iii) by adding at the end the fol-
11 lowing:

12 “(E) an employee of the Department of
13 Veterans Affairs who is a Department police of-
14 ficer under section 902 of title 38, as deter-
15 mined by the Secretary of Veterans Affairs;”.

16 (2) APPLICATION.—The amendments made by
17 this subsection shall apply to any—

18 (A) individual who is appointed as a law
19 enforcement officer—

20 (i) as defined in section 8331(20) or
21 8401(17) of title 5, United States Code, as
22 amended by this subsection; and

23 (ii) on or after the date of enactment
24 of this Act; and

1 (B) incumbent, as defined in subsection
2 (b), consistent with the requirements of that
3 subsection.

4 (b) INCUMBENT LAW ENFORCEMENT OFFICERS.—

5 (1) DEFINITIONS.—In this subsection:

6 (A) DIRECTOR.—The term “Director”
7 means the Director of the Office of Personnel
8 Management.

9 (B) FUND.—The term “Fund” means the
10 Civil Service Retirement and Disability Fund.

11 (C) INCUMBENT.—The term “incumbent”
12 means an individual who—

13 (i) was appointed as a law enforce-
14 ment officer before the date of enactment
15 of this Act; and

16 (ii) is serving as a law enforcement of-
17 ficer on the date of enactment of this Act.

18 (D) LAW ENFORCEMENT OFFICER.—The
19 term “law enforcement officer” means an indi-
20 vidual who satisfies the requirements of section
21 8331(20) or 8401(17) of title 5, United States
22 Code, solely by virtue of the amendments made
23 by subsection (a).

24 (E) PRIOR SERVICE.—The term “prior
25 service” means, with respect to an incumbent

1 who makes an election under paragraph (2)(B),
2 service performed by the incumbent before the
3 date on which appropriate retirement deduc-
4 tions begin to be made under the election.

5 (F) SERVICE.—The term “service” means
6 service performed by an individual as a law en-
7 forcement officer.

8 (2) TREATMENT OF SERVICE PERFORMED BY
9 INCUMBENTS.—

10 (A) SERVICE ON OR AFTER DATE OF EN-
11 ACTMENT.—Service performed by an incumbent
12 on or after the date of enactment of this Act
13 shall be treated as service performed as a law
14 enforcement officer.

15 (B) SERVICE BEFORE DATE OF ENACT-
16 MENT.—Service performed by an incumbent be-
17 fore the date of enactment of this Act shall, for
18 purposes of subchapter III of chapter 83 and
19 chapter 84 of title 5, United States Code, be
20 treated as service performed as a law enforce-
21 ment officer only if the incumbent submits a
22 written election to the Director by the earlier
23 of—

24 (i) the date that is 5 years after the
25 date of enactment of this Act; or

1 (ii) the day before the date on which
2 the incumbent separates from service.

3 (3) INDIVIDUAL CONTRIBUTIONS FOR PRIOR
4 SERVICE.—

5 (A) IN GENERAL.—An incumbent who
6 makes an election under paragraph (2)(B) may,
7 with respect to prior service performed by the
8 incumbent, pay a deposit into the Fund equal
9 to the sum of—

10 (i) the difference between—

11 (I) the amount that would have
12 been deducted during the period of
13 prior service under section 8334 or
14 8422 of title 5, United States Code,
15 from the pay of the incumbent if the
16 amendments made by subsection (a)
17 had been in effect during the prior
18 service; and

19 (II) the amount that was de-
20 ducted during the period of prior serv-
21 ice under section 8334 or 8422 of title
22 5, United States Code; and

23 (ii) interest on the amount described
24 in clause (i)(I), as computed under—

1 (I) paragraphs (2) and (3) of
2 section 8334(e) of title 5, United
3 States Code; and

4 (II) regulations promulgated by
5 the Director.

6 (B) EFFECT OF NOT CONTRIBUTING.—If
7 an incumbent does not pay the full amount of
8 the deposit described in subparagraph (A), all
9 prior service of the incumbent—

10 (i) shall remain fully creditable as a
11 law enforcement officer; and

12 (ii) the resulting annuity shall be re-
13 duced—

14 (I) in a manner similar to that
15 described in section 8334(d)(2) of title
16 5, United States Code; and

17 (II) to the extent necessary to
18 make up the amount unpaid.

19 (4) GOVERNMENT CONTRIBUTIONS FOR PRIOR
20 SERVICE.—

21 (A) IN GENERAL.—If an incumbent makes
22 an election under paragraph (2)(B), an agency
23 that employed the incumbent during any prior
24 service of the incumbent shall remit to the Di-

1 rector, for deposit in the Fund, an amount
2 equal to the sum of—

3 (i) the difference between—

4 (I) the total amount of Govern-
5 ment contributions that would have
6 been paid under section 8334 or 8423
7 of title 5, United States Code, if the
8 amendments made by subsection (a)
9 had been in effect during the prior
10 service; and

11 (II) the total amount of Govern-
12 ment contributions paid under section
13 8334 or 8423 of title 5, United States
14 Code; and

15 (ii) interest on the amount described
16 in clause (i)(I), as computed in accordance
17 with—

18 (I) paragraphs (2) and (3) of
19 section 8334(e) of title 5, United
20 States Code; and

21 (II) regulations promulgated by
22 the Director.

23 (B) CONTRIBUTIONS TO BE MADE RAT-
24 ABLY.—Government contributions under this
25 paragraph on behalf of an incumbent shall be

1 made by the agency ratably (not less frequently
2 than annually) over the 10-year period begin-
3 ning on the date described in paragraph (1)(E).

4 (5) EXEMPTION FROM MANDATORY SEPARA-
5 TION.—Notwithstanding section 8335(b) or 8425(b)
6 of title 5, United States Code, a law enforcement of-
7 ficer shall not be subject to mandatory separation
8 during the 3-year period beginning on the date of
9 enactment of this Act.

10 (6) REGULATIONS.—The Director shall pre-
11 scribe regulations to carry out this subsection, in-
12 cluding regulations for the application of this sub-
13 section in the case of any individual entitled to a
14 survivor annuity (based on the service of an incum-
15 bent who dies before making an election under para-
16 graph (2)(B)), to the extent of any rights that would
17 have been available to the decedent if still living.

18 (7) RULE OF CONSTRUCTION.—Nothing in this
19 subsection may be construed to apply in the case of
20 a reemployed annuitant.

21 **SEC. 212. MENTORSHIP PROGRAM FOR EXECUTIVE LEAD-**
22 **ERSHIP TEAMS AT MEDICAL CENTERS OF**
23 **THE DEPARTMENT OF VETERANS AFFAIRS.**

24 (a) IN GENERAL.—The Secretary of Veterans Affairs
25 may establish a program to connect covered individuals

1 (in this section referred to as “mentees”) with peer men-
2 tors to facilitate sharing of best practices and leadership
3 experiences and to foster opportunities to develop knowl-
4 edge and skills required to lead successfully at medical fa-
5 cilities of the Department (in this section referred to as
6 the “mentorship program”).

7 (b) COVERED INDIVIDUAL DEFINED.—In this sec-
8 tion, the term “covered individual” means—

9 (1) an individual in the position of Facility Di-
10 rector, Chief of Staff, Associate Director of Patient
11 Care Services, Associate Director, Assistant Direc-
12 tor, or Deputy Director at a medical center of the
13 Department; or

14 (2) any other employee of the Department who
15 is determined by the Secretary to be an executive
16 leader at a medical center of the Department.

17 (c) ELIGIBILITY.—The following employees of the
18 Department are eligible for participation as mentees in the
19 mentorship program:

20 (1) An employee appointed to a position as a
21 covered individual who has been in that position for
22 less than one year.

23 (2) A covered individual employed at a medical
24 center of the Department (regardless of appointment

1 commencement date) that meets one or more of the
2 following criteria:

3 (A) Reports poor performance, as defined
4 by the Secretary, on the Strategic Analytics for
5 Improvement and Learning Value Model of the
6 Department, or successor similar model.

7 (B) Reports data under section
8 1703C(a)(3) of title 38, United States Code, as
9 published on the Access to Care website of the
10 Department, or successor similar website,
11 that—

12 (i) does not consistently meet the level
13 reported in the community surrounding
14 such medical center, as determined by the
15 Secretary; or

16 (ii) does not meet a threshold level de-
17 termined by the Secretary.

18 (C) Has one or more recommendations
19 from a report by the Office of Inspector Gen-
20 eral of the Department of Veterans Affairs that
21 is still open more than one year after the report
22 was published.

23 (3) A covered individual employed at a medical
24 center of the Department (regardless of appointment
25 commencement date) who is recommended by the

1 Director of the Veterans Integrated Service Network
2 overseeing such medical center.

3 (d) CRITERIA FOR PEER MENTORS.—Each peer
4 mentor to be paired with a mentee under subsection (a)
5 shall meet each of the following criteria:

6 (1) Previous or current employment in the same
7 position title as the mentee.

8 (2) Employment in that position for not less
9 than two years.

10 (3) Employment at a medical center of the De-
11 partment that reports—

12 (A) above average performance, as defined
13 by the Secretary, on the Strategic Analytics for
14 Improvement and Learning Value Model of the
15 Department, or successor similar model; and

16 (B) data under section 1703C(a)(3) of title
17 38, United States Code, as published on the Ac-
18 cess to Care website of the Department, or suc-
19 cessor similar website, that exceeds the level re-
20 ported in the community surrounding such
21 medical center, as determined by the Secretary.

22 (e) REPORT.—Not later than one year after the date
23 of the enactment of this Act, and annually thereafter for
24 an additional three years, the Secretary shall submit to
25 the Committee on Veterans' Affairs of the Senate and the

1 Committee on Veterans' Affairs of the House of Rep-
2 resentatives a report on the mentorship program, includ-
3 ing—

4 (1) the number of mentees and peer mentors
5 participating in the mentorship program,
6 disaggregated by medical center of the Department;

7 (2) the number of mentor-mentee pairings initi-
8 ated under each of the eligibility criteria outlined in
9 paragraphs (1), (2), and (3) of subsection (c), in-
10 cluding information on any circumstances in which
11 multiple criteria under such paragraphs were met;

12 (3) a description of the actions taken by the
13 Department to encourage communication between
14 mentees and peer mentors;

15 (4) aggregated feedback from participants in
16 the mentorship program; and

17 (5) the turnover rate for covered individuals.

18 **SEC. 213. REQUIREMENT FOR EQUIVALENT ROLE POST-**
19 **INGS FOR VACANT POSITIONS AT DEPART-**
20 **MENT OF VETERANS AFFAIRS.**

21 (a) IN GENERAL.—Whenever possible and prac-
22 ticable, if the Secretary of Veterans Affairs is issuing a
23 posting for vacant positions at the Department of Vet-
24 erans Affairs that may be filled by more than one type
25 of professional or clinician, the Secretary shall issue post-

1 ings for all possible clinicians or professionals who could
2 fill the position.

3 (b) APPLICATION TO CERTAIN POSITIONS.—The Sec-
4 retary shall consider the requirement under subsection (a)
5 in particular with respect to hard-to-recruit, hard-to-re-
6 tain, primary care, and mental health care positions.

7 **SEC. 214. HIRING PROCESSES.**

8 (a) IN GENERAL.—Subchapter I of chapter 7 of title
9 38, United States Code, is amended by inserting after sec-
10 tion 701 the following new section:

11 **“§ 702. Hiring processes**

12 “(a) STANDARDIZED APPROVAL PROCESS FOR FILL-
13 ING VACANT POSITIONS.—

14 “(1) PROCESS REQUIRED.—

15 “(A) IN GENERAL.—The Secretary shall
16 establish a standardized, nationwide approval
17 process for filling vacant employment positions
18 within the Department.

19 “(B) VARIABILITY.—The process required
20 by subparagraph (A) may be different for each
21 type of employment position in the Department.

22 “(C) APPROVAL WINDOWS.—The process
23 required by subparagraph (A) shall include a
24 standardized approval window for each approval
25 step.

1 “(2) TIMELINE.—For any employment position
2 going through process established under subpara-
3 graph (A) of paragraph (1), if the time for a step
4 in the approval process exceeds five business days
5 beyond the allotted time set forth under subpara-
6 graph (C) of such paragraph, it shall be automati-
7 cally approved.

8 “(3) DELEGATION.—If the approval authority
9 for a step in the hiring process established under
10 paragraph (1) is vacant, on leave, or otherwise un-
11 able to respond to requests for approval, such au-
12 thority for approval will be delegated to the super-
13 visor of such approval authority or such other des-
14 ignee as may be specified in the chain of command.

15 “(4) TIME TO FILL GOAL.—Each window of
16 time allotted for each approval step under paragraph
17 (1)(C) when added together shall not exceed the goal
18 of the Department to fill window for that employ-
19 ment position.

20 “(b) STANDARDIZED PROCESS FOR CREATING, EDIT-
21 ING, AND APPROVING FACILITY-SPECIFIC LISTS.—

22 “(1) IN GENERAL.—The Secretary shall develop
23 a standardized, nationwide process for creating, edit-
24 ing, and approving facility-specific hard-to-recruit or
25 hard-to-retain lists.

1 “(2) EXTENDED AUTHORITY.—Under the proc-
2 ess required by paragraph (1), flexibilities, authori-
3 ties, and policies regarding a list created with such
4 process may be considered applicable for 90 days
5 after an employment position in the Department is
6 no longer on the list and for any posting for that po-
7 sition that was vacant at the time the position
8 dropped off the hard-to-recruit or hard-to-retain list.

9 “(c) PROCESS FOR TENTATIVE OFFERS OF EMPLOY-
10 MENT.—The Secretary shall develop a standardized proc-
11 ess for issuing tentative offers of employment with the De-
12 partment and such process shall require that each such
13 offer includes a specified rate of basic pay.

14 “(d) THIRD-PARTY CONTRACTS.—The Secretary may
15 conduct laboratory testing, background clearances, and
16 other candidate approval and vetting procedures through
17 a contract with a third party.

18 “(e) ELECTRONIC SIGNATURES.—

19 “(1) AUTHORITY.—The Secretary shall allow
20 electronic signatures on any hiring, recruitment, re-
21 tention, or other employment documents once a
22 standardized process for such signatures is devel-
23 oped and implemented.

24 “(2) STANDARDIZED PROCESS.—The Secretary
25 shall develop a standardized process for use of elec-

1 tronic signatures as described in paragraph (1),
2 which shall include exceptions and limitations as the
3 Secretary considers appropriate and that allows for
4 use of electronic signatures for employment docu-
5 ments, including standard form 1152 and related
6 successor forms, SF 2823 and related successor
7 forms, and SF 3102-FERS and related successor
8 forms.

9 “(f) EMPLOYEE COMMUNITY BUILDING PROGRAM.—
10 The Secretary shall establish an employee community
11 building program that connects employees in similar posi-
12 tions, offices, and programs to connect with each other
13 nationwide.”.

14 (b) CLERICAL AMENDMENT.—The table of sections
15 at the beginning of chapter 7 of such title is amended by
16 inserting after the item relating to section 701 the fol-
17 lowing new item:

 “702. Hiring processes.”.

18 **SEC. 215. STAFFING MODELS.**

19 (a) IN GENERAL.—Subchapter I of chapter 74 of title
20 38, United States Code, is amended by adding at the end
21 the following new section:

22 **“§ 7415. Staffing models**

23 “(a) STAFFING MODELS.—The Secretary shall estab-
24 lish a staffing model for each service or program within
25 the Veterans Health Administration.

1 “(b) REEVALUATION.—The Secretary shall reeval-
2 ate each staffing model established under subsection (a)
3 not less frequently than once every 5 years.

4 “(c) CONSULTATION.—In establishing and reeval-
5 uating staffing models under this section, the Secretary
6 shall consult with the Comptroller General of the United
7 States, the Inspector General of the Department, labor
8 representatives, veterans service organizations, and appro-
9 priate professional associations.

10 “(d) REPORTING.—

11 “(1) IN GENERAL.—The Secretary shall submit
12 to the Committee on Veterans’ Affairs and the Com-
13 mittee on Appropriations of the Senate and the
14 Committee on Veterans’ Affairs and the Committee
15 on Appropriations of the House of Representatives a
16 report containing any staffing model or reevaluation
17 of a staffing model under this section, including any
18 feedback provided under paragraph (2).

19 “(2) FEEDBACK.—

20 “(A) IN GENERAL.—Before submitting
21 under paragraph (1) a report containing any
22 staffing model or reevaluation of a staffing
23 model, the Secretary shall submit such model or
24 reevaluation to the entities specified under sub-
25 section (c) for feedback.

1 “(B) INCORPORATION OF FEEDBACK.—

2 The Secretary shall include in the report sub-
3 mitted under paragraph (1) any original docu-
4 ments, a description of feedback provided under
5 subparagraph (A), and the new documents up-
6 dated with such feedback.

7 “(3) ELEMENTS.—The report required under
8 paragraph (1) shall include—

9 “(A) a description of—

10 “(i) the staffing model for each serv-
11 ice or program within the Veterans Health
12 Administration;

13 “(ii) where and how the staffing
14 model shall be applied; and

15 “(iii) the rationale for such staffing
16 model;

17 “(B) an identification of the ratio of staff
18 required to administer such service or program
19 to the number of veterans served by such serv-
20 ice or program; and

21 “(C) such other matters as the Secretary
22 determines appropriate.”.

23 (b) CLERICAL AMENDMENT.—The table of sections
24 at the beginning of such chapter is amended by inserting

1 after the item relating to section 7414 the following new
2 item:

“7415. Staffing models.”.

3 **SEC. 216. TELEWORK POLICY.**

4 (a) **POLICY REQUIRED.**—Not later than 180 days
5 after the date of the enactment of this Act, the Secretary
6 of Veterans Affairs shall, in accordance with the require-
7 ments of this section and the requirements of section 6502
8 of title 5, United States Code, establish a policy for
9 telework within the Department of Veterans Affairs for
10 all employees of the Department.

11 (b) **DEFAULT STATUS.**—The policy established pur-
12 suant to subsection (a) shall establish the default status
13 for employees as being allowed to telework with exemp-
14 tions outlined for employees who must perform some or
15 all of their work in person due to the nature of their work
16 or because they do not meet the requirements for telework
17 permission set forth in section 6502 of title 5, United
18 States Code, as of the date of the enactment of this Act.

19 (c) **REPORT ON SAVINGS.**—Not later than one year
20 after the date on which the policy established pursuant
21 to subsection (a) goes into effect, the Secretary shall sub-
22 mit to the Committee on Veterans’ Affairs and the Com-
23 mittee on Appropriations of the Senate and the Committee
24 on Veterans’ Affairs and the Committee on Appropriations
25 of the House of Representatives a report on amounts

1 saved each year because of the number of employees who
2 are permitted to telework.

3 (d) EFFECTIVE DATE AND CHANGES.—

4 (1) EFFECTIVE DATE OF INITIAL POLICY.—The
5 initial policy established by pursuant to subsection
6 (a) shall go into effect not later than 180 days after
7 the date on which the policy is established.

8 (2) EFFECTIVE DATE OF SUBSEQUENT
9 CHANGES.—Any change made to the policy estab-
10 lished pursuant to subsection (a) after the effective
11 date set forth in paragraph (1) shall take effect not
12 less than one year after the date on which the
13 change is made.

14 (3) NOTICE.—For any change made to the pol-
15 icy established pursuant to subsection (a) after the
16 effective date set forth in paragraph (1), the Sec-
17 retary shall, not later than one year after the date
18 on which the change is made—

19 (A) notify all affected employees of the De-
20 partment;

21 (B) submit to the Committee on Veterans'
22 Affairs of the Senate and the Committee on
23 Veterans' Affairs of the House of Representa-
24 tives a report on the changes; and

1 (C) make available to the public a copy of
2 the changes.

3 (e) RELATION TO MEMORANDA.—The policy estab-
4 lished pursuant to subsection (a) shall supplant any
5 memoranda signed by the President or the Secretary to
6 the degree that such memoranda conflict with such policy.

7 **Subtitle C—Education**

8 **SEC. 221. ESTABLISHMENT OF START AND STAY AT VA PRO-** 9 **GRAM.**

10 (a) IN GENERAL.—Chapter 76 of title 38, United
11 States Code, is amended by adding at the end the fol-
12 lowing new subchapter:

13 “SUBCHAPTER X—START AND STAY AT VA 14 PROGRAM

15 “§ 7699C. Start and Stay at VA Program

16 “(a) IN GENERAL.—As part of the Educational As-
17 sistance Program, the Secretary shall carry out a program
18 under this subchapter to provide—

19 “(1) scholarships under section 7699C–1 of this
20 title; and

21 “(2) lump sum education debt reduction under
22 section 7699C–2 of this title.

23 “(b) NAME OF PROGRAM.—The program under this
24 subchapter shall be known as the ‘Start and Stay at VA

1 Program’ (in this subchapter referred to as the ‘Pro-
2 gram’).

3 **“§ 7699C–1. Scholarships**

4 “(a) COVERED COSTS.—A scholarship provided to an
5 individual under the Program shall consist of payment of
6 reasonable education expenses of the individual for a
7 course of education or training described in subsection
8 (b)(3), including tuition, fees, books, and laboratory ex-
9 penses.

10 “(b) ELIGIBILITY.—An individual is eligible to re-
11 ceive a scholarship under the Program if the individual—

12 “(1) is an employee of the Department serving
13 as a medical support assistant, advanced medical
14 support assistant, lead medical support assistant, or
15 supervisory medical support assistant;

16 “(2) as of the date on which the individual sub-
17 mits an application for participation in the Program,
18 has been continuously employed by the Department
19 in one or more of the positions specified in para-
20 graph (1) for a period of not less than two years;

21 “(3) has been accepted for enrollment or is en-
22 rolled as a student in a course of education or train-
23 ing—

1 “(A) listed as a requirement for any short-
2 age occupation position, as determined by the
3 Secretary;

4 “(B) related to business, health care ad-
5 ministration, or human resources; or

6 “(C) completion of which results in any
7 other degree or certification that the Secretary
8 considers appropriate for purposes of the Pro-
9 gram; and

10 “(4) has a record of employment with the De-
11 partment that, in the judgment of the Secretary,
12 demonstrates a high likelihood that the individual
13 will be successful in completing such course of edu-
14 cation or training and in gaining employment in a
15 field related to such course of education or training.

16 “(c) PERIOD OF OBLIGATED SERVICE.—

17 “(1) AGREEMENT.—

18 “(A) IN GENERAL.—An agreement be-
19 tween the Secretary and a participant under the
20 Program who seeks a scholarship under this
21 section, in addition to the requirements set
22 forth in section 7604 of this title, shall include
23 the following:

24 “(i) The agreement of the Secretary
25 to provide the participant with a scholar-

1 ship under the Program for a specified
2 number of school years, which may not ex-
3 ceed the credit equivalent of four full
4 school years, during which the participant
5 pursues a course of education or training
6 described in subsection (b)(3) that meets
7 the requirements set forth in section
8 7602(a) of this title.

9 “(ii) Subject to subparagraph (B), the
10 agreement of the participant to serve as a
11 full-time employee in the Department in a
12 position described in subsection (b)(3)(A)
13 for a period of time, not less than one
14 year, that is equal to the period of the
15 course of education or training for which a
16 scholarship is provided under this section
17 (in this section referred to as the ‘period of
18 obligated service’ of the participant).

19 “(B) PART-TIME STUDENTS.—In the case
20 of a participant who is a part-time student dur-
21 ing a school year with respect to which a schol-
22 arship is provided to the participant under this
23 section, the period of obligated service of the
24 participant incurred during that school year
25 shall be reduced in accordance with the propor-

1 tion that the number of credit hours carried by
2 the participant in that school year bears to the
3 number of credit hours required to be carried
4 by a full-time student in the course of education
5 or training pursued by the participant during
6 that school year, but in no event may the total
7 period of obligated service of the participant be
8 reduced to less than one year.

9 “(2) SERVICE COMMENCEMENT DATE.—

10 “(A) IN GENERAL.—Except as provided in
11 subparagraph (F) or (G), not later than 60
12 days before the service commencement date of
13 a participant under this section, the Secretary
14 shall notify the participant of that service com-
15 mencement date. That date is the beginning of
16 the period of obligated service of the partici-
17 pant.

18 “(B) DOCTORS AND SIMILAR HEALTH
19 CARE PROFESSIONALS.—In the case of a partic-
20 ipant receiving a degree from a school of medi-
21 cine, osteopathy, dentistry, optometry, or podia-
22 try, the service commencement date of the par-
23 ticipant is the date the participant becomes li-
24 censed to practice medicine, osteopathy, den-

1 tistry, optometry, or podiatry, as the case may
2 be, in a State.

3 “(C) NURSES.—In the case of a partici-
4 pant receiving a degree from a school of nurs-
5 ing, the service commencement date of the par-
6 ticipant is the later of—

7 “(i) the course completion date of the
8 participant; or

9 “(ii) the date the participant becomes
10 licensed as a registered nurse in a State.

11 “(D) OTHER HEALTH CARE PROFES-
12 SIONALS.—In the case of a participant not cov-
13 ered by subparagraph (B) or (C), the service
14 commencement date of the participant is the
15 later of—

16 “(i) the course completion date of the
17 participant; or

18 “(ii) the date the participant meets
19 any applicable licensure or certification re-
20 quirements.

21 “(E) TREATMENT OF PART-TIME STU-
22 DENTS.—The Secretary shall specify the service
23 commencement date for participants who were
24 part-time students, which shall include terms as

1 similar as practicable to the terms set forth in
2 subparagraphs (B) through (D).

3 “(F) SERVICE DURING COURSE OF EDU-
4 CATION OR TRAINING.—A participant may serve
5 the period of obligated service of the partici-
6 pant, or any portion of such period of obligated
7 service, during the period in which the partici-
8 pant is enrolled as a student in a course of edu-
9 cation or training under subsection (b)(3) if the
10 participant is employed in a position described
11 in subparagraph (A) of such subsection.

12 “(G) SERVICE FOLLOWING LICENSURE OR
13 ONGOING TRAINING.—With respect to a partici-
14 pant who is licensed but may enter a residency
15 or similar training program, the Secretary may
16 adjust the beginning of the period of obligated
17 service of the participant to begin following
18 completion of the residency or similar training
19 program.

20 “(H) COURSE COMPLETION DATE DE-
21 FINED.—In this section, the term ‘course com-
22 pletion date’ means the date on which a partici-
23 pant under this section completes the course of
24 education or training of the participant under
25 this section.

1 “(d) LIABILITY FOR BREACH OF AGREEMENT.—

2 “(1) LIABILITY DURING COURSE OF EDUCATION
3 OR TRAINING.—

4 “(A) IN GENERAL.—Except as provided in
5 paragraph (3), a participant under this section
6 shall be liable to the United States for the
7 amount that has been paid to or on behalf of
8 the participant under the agreement under sub-
9 section (c)(1) if any of the following occurs:

10 “(i) The participant fails to maintain
11 an acceptable level of academic standing in
12 the educational institution in which the
13 participant is enrolled (as determined by
14 the educational institution pursuant to di-
15 rection by the Secretary).

16 “(ii) The participant is dismissed
17 from such educational institution for dis-
18 ciplinary reasons.

19 “(iii) The participant voluntarily ter-
20 minates the course of education or training
21 in such educational institution before the
22 completion of such course of education or
23 training.

1 “(iv) The participant, as applicable,
2 during a period of time determined by the
3 Secretary—

4 “(I) fails to become licensed to
5 practice medicine, osteopathy, den-
6 tistry, podiatry, or optometry in a
7 State;

8 “(II) fails to become licensed as
9 a registered nurse in a State; or

10 “(III) in the case of any other
11 health-care personnel who is not cov-
12 ered under subclause (I) or (II), fails
13 to meet any applicable licensure or
14 certification requirement.

15 “(B) IN LIEU OF SERVICE OBLIGATION.—
16 Liability under this paragraph is in lieu of any
17 period of obligated service arising under the
18 agreement of the participant under subsection
19 (c)(1).

20 “(2) LIABILITY DURING PERIOD OF OBLIGATED
21 SERVICE.—Except as provided in paragraph (3), if a
22 participant under this section breaches the agree-
23 ment under subsection (c)(1) by failing for any rea-
24 son to complete the period of obligated service of the

1 participant, the United States shall be entitled to re-
2 cover from the participant an amount equal to—

3 “(A) the total amount paid under this sec-
4 tion to the participant; multiplied by

5 “(B) a fraction—

6 “(i) the numerator of which is—

7 “(I) the total number of months
8 in the period of obligated service of
9 the participant; minus

10 “(II) the number of months
11 served by the participant; and

12 “(ii) the denominator of which is the
13 total number of months in the period of
14 obligated service of the participant.

15 “(3) LIMITATION ON LIABILITY FOR REDUC-
16 TION IN FORCE.—Liability shall not arise under
17 paragraph (1) or (2) in the case of a individual cov-
18 ered by either such paragraph if the individual does
19 not obtain, or fails to maintain, employment as an
20 employee of the Department due to staffing changes
21 approved by the Secretary.

22 “(e) PAYMENT OF AMOUNTS AND LIMITATIONS.—

23 “(1) TOTAL AMOUNT FOR A SCHOOL YEAR.—

24 The total amount of a scholarship payable to a par-
25 ticipant under this section—

1 “(A) may not exceed \$20,000 for the
2 equivalent of one year of full-time coursework
3 in a course of education or training; or

4 “(B) in the case of a participant who is a
5 part-time student, may not exceed an amount
6 that bears the same ratio to the amount that
7 would be paid under subparagraph (A) if the
8 student were a full-time student in the course
9 of education or training being pursued by the
10 participant as the coursework carried by the
11 participant compares to full-time coursework in
12 that course of education or training.

13 “(2) MAXIMUM NUMBER OF SCHOOL YEARS.—

14 “(A) TOTAL YEARS.—The number of
15 school years for which a scholarship may be
16 paid to a participant under this section may not
17 exceed eight school years.

18 “(B) FULL-TIME EQUIVALENT.—A partici-
19 pant may not receive a scholarship under this
20 section for more than the equivalent of four
21 years of full-time coursework.

22 “(3) MAXIMUM TOTAL AMOUNT.—The total
23 amount paid to or on behalf of a participant through
24 a scholarship under this section may not exceed
25 \$80,000.

1 “(4) PAYMENT OF EDUCATIONAL EXPENSES BY
2 EDUCATIONAL INSTITUTIONS.—The Secretary may
3 arrange with an educational institution in which a
4 participant under this section is enrolled for the pay-
5 ment of education expenses under subsection (a).
6 Such payments may be made without regard to sub-
7 sections (a) and (b) of section 3324 of title 31.

8 **“§ 7699C–2. Lump sum education debt reduction**

9 “(a) COVERED COSTS.—Lump sum education debt
10 reduction provided by the Secretary under this section to
11 an individual shall consist of payment of principal and in-
12 terest under a loan, the proceeds of which were used by
13 or on behalf of that individual to pay costs relating to a
14 course of education or training, including tuition expenses
15 and other reasonable educational expenses, including fees,
16 books, laboratory expenses, and reasonable living ex-
17 penses.

18 “(b) ELIGIBILITY.—An individual is eligible to re-
19 ceive lump sum education debt repayment under this sec-
20 tion if the individual—

21 “(1) owes any amount of principal and interest
22 under a loan, the proceeds of which were used by or
23 on behalf of that individual to pay costs relating to
24 a course of education or training;

1 “(2) commits to a period of obligated service
2 under subsection (d); and

3 “(3) has been offered employment in the De-
4 partment in the position of a medical support assist-
5 ant, advanced medical support assistant, lead med-
6 ical support assistant, or supervisory medical sup-
7 port assistant.

8 “(c) PAYMENTS.—

9 “(1) IN GENERAL.—A lump sum education debt
10 reduction payment under this section shall consist of
11 a payment to a participant under this section of an
12 amount not to exceed the lesser of—

13 “(A) the principal and interest on loans
14 described in subsection (a) that is outstanding
15 for such participant at the time of the payment;
16 or

17 “(B) \$40,000.

18 “(2) PROOF OF USE OF AMOUNTS.—Partici-
19 pants under this section in receipt of a lump sum
20 education debt reduction payment under this section
21 must provide proof of payment verifying the full
22 lump sum payment received was paid to the lender
23 for the loan held by such participant not later than
24 45 days after receiving the lump sum payment.

25 “(d) PERIOD OF OBLIGATED SERVICE.—

1 “(1) IN GENERAL.—In exchange for a one-time
2 lump sum education debt payment under this sec-
3 tion, a participant under this section shall agree to
4 be employed for not less than three years at the De-
5 partment (in this section referred to as the ‘period
6 of obligated service’).

7 “(2) POSITIONS OF EMPLOYMENT.—

8 “(A) MEDICAL SUPPORT.—Not fewer than
9 two of the years of the period of obligated serv-
10 ice of a participant under this section shall be
11 served in the position of medical support assist-
12 ant, advanced medical support assistant, lead
13 medical support assistant, or supervisory med-
14 ical support assistant of the Department.

15 “(B) HARD-TO-HIRE OR HARD-TO-RE-
16 CRUIT.—The remainder of any period of obli-
17 gated service not covered under subparagraph
18 (A) shall be served in a hard-to-hire or hard-to-
19 recruit position as determined by the Secretary.

20 “(e) LIABILITY DURING PERIOD OF OBLIGATED
21 SERVICE.—

22 “(1) IN GENERAL.—Except as provided in para-
23 graph (2), if a participant under this section fails to
24 complete the period of obligated service of the par-
25 ticipant for any reason, the United States shall be

1 entitled to recover from the participant an amount
2 equal to—

3 “(A) the total amount paid under this sec-
4 tion to the participant; multiplied by

5 “(B) a fraction—

6 “(i) the numerator of which is—

7 “(I) the total number of months
8 in the period of obligated service of
9 the participant; minus

10 “(II) the number of months
11 served by the participant; and

12 “(ii) the denominator of which is the
13 total number of months in the period of
14 obligated service of the participant.

15 “(2) EXCEPTION.—Liability shall not arise
16 under paragraph (1) in the case of an individual cov-
17 ered by that paragraph if the individual does not ob-
18 tain, or fails to maintain, employment as an em-
19 ployee of the Department due to staffing changes
20 approved by the Secretary.

21 **“§ 7699C-3. Administration**

22 “(a) OUTREACH.—

23 “(1) IN GENERAL.—The Secretary shall develop
24 an outreach program to Tribal Colleges and Univer-
25 sities, historically Black colleges and universities,

1 high schools in rural areas, community colleges,
2 transition assistance programs for members of the
3 Armed Forces transitioning to civilian life, and
4 spouses of such members to provide information
5 about the Program.

6 “(2) TRIBAL COLLEGE OR UNIVERSITY DE-
7 FINED.—In this subsection, the term ‘Tribal College
8 or University’ has the meaning given that term
9 under section 316 of the Higher Education Act of
10 1965 (20 U.S.C. 1059c).

11 “(b) MENTORS.—The Secretary shall ensure that a
12 mentor or mentors are available for each individual par-
13 ticipating in the Program at the facility at which the indi-
14 vidual is employed.

15 **“§ 7699C–4. Limitation**

16 “No individual may receive both a scholarship under
17 section 7699C–1 of this title and a lump sum education
18 debt reduction under section 7699C–2 of this title.

19 **“§ 7699C–5. Termination**

20 “The authority to carry out the Program shall termi-
21 nate on the date that is 10 years after the date of the
22 enactment of the Honor Our Promise to Veterans Act of
23 2025.”.

1 (b) CLERICAL AMENDMENT.—The table of sections
2 at the beginning of such chapter is amended by adding
3 at the end the following:

“SUBCHAPTER X—START AND STAY AT VA PROGRAM

“Sec.

“7699C. Start and Stay at VA Program.

“7699C–1. Scholarships.

“7699C–2. Lump sum education debt reduction.

“7699C–3. Administration.

“7699C–4. Limitation.

“7699C–5. Termination.”.

4 (c) CONFORMING AMENDMENTS.—

5 (1) ESTABLISHMENT OF PROGRAM.—Section
6 7601(a) of such title is amended—

7 (A) in paragraph (6), by striking “and”;

8 (B) in paragraph (7), by striking the pe-
9 riod and inserting “; and”; and

10 (C) by adding at the end the following new
11 paragraph:

12 “(8) the program to provide scholarships and
13 lump sum education debt reduction provided for in
14 subchapter X of this chapter.”.

15 (2) ELIGIBILITY.—Section 7602 of such title is
16 amended—

17 (A) in subsection (a)(1)—

18 (i) by striking “or IX” and inserting

19 “IX, or X”;

1 (ii) by striking “or for which a schol-
2 arship” and inserting “for which a scholar-
3 ship”; and

4 (iii) by inserting “or for which a
5 scholarship or lump sum education debt re-
6 duction may be provided under subchapter
7 X of this chapter,” before “as the case
8 may be”; and

9 (B) in subsection (b), by striking “or IX”
10 and inserting “IX, or X”.

11 (3) APPLICATION.—Section 7603(a)(1) of such
12 title is amended by striking “or IX” and inserting
13 “IX, or X”.

14 (4) TERMS OF AGREEMENT.—Section 7604 of
15 such title is amended by striking “or IX” each place
16 it appears and inserting “IX, or X”.

17 (5) ANNUAL REPORT.—Section 7632 of such
18 title is amended—

19 (A) in paragraph (1), by striking “and the
20 Readjustment Counseling Service Scholarship
21 Program” and inserting “the Readjustment
22 Counseling Service Scholarship Program, and
23 the Start and Stay at VA Program”; and

24 (B) in paragraph (4), by striking “and per
25 participant in the Readjustment Counseling

1 Service Scholarship Program” and inserting
2 “per participant in the Readjustment Coun-
3 seling Service Scholarship Program, and per
4 participant in the Start and Stay at VA Pro-
5 gram”.

6 **SEC. 222. BUILDING AND MAINTENANCE PROFESSIONALS**

7 **EDUCATIONAL ASSISTANCE PROGRAM.**

8 (a) IN GENERAL.—Chapter 76 of title 38, United
9 States Code, as amended by section 221(a), is further
10 amended by adding at the end the following new sub-
11 chapter:

12 “SUBCHAPTER XI—BUILD AND MAINTAIN DE-
13 PARTMENT OF VETERANS AFFAIRS PRO-
14 GRAM

15 **“§ 7699D. Requirement for program**

16 “(a) IN GENERAL.—As part of the Educational As-
17 sistance Program, the Secretary shall carry out a program
18 under this subchapter to provide education and employ-
19 ment assistance under this subchapter.

20 “(b) NAME OF PROGRAM.—The program under this
21 subchapter shall be known as the ‘Build and Maintain De-
22 partment of Veterans Affairs Program’ (in this subchapter
23 referred to as the ‘Program’).

1 **“§ 7699D–1. Education and employment assistance**

2 “(a) COVERED COSTS.—A scholarship provided to an
3 individual under the Program shall consist of payment of
4 reasonable education expenses of the individual for a
5 course of education or training described in subsection (b),
6 including tuition, fees, books, and laboratory expenses.

7 “(b) ELIGIBILITY.—An individual is eligible to re-
8 ceive a scholarship under the Program if the individual
9 has been accepted for enrollment or is enrolled as a stu-
10 dent in a course of education or training related to quali-
11 fications required by the Department in order to be eligi-
12 ble for employment as—

13 “(1) a heating, air conditioning, industrial or
14 boiler plant equipment mechanic;

15 “(2) a boiler plant, utility systems, or air condi-
16 tioning equipment operator;

17 “(3) a general, biomedical, or industrial engi-
18 neer; or

19 “(4) other such positions related to infrastruc-
20 ture, maintenance, or facilities management deemed
21 essential by the Secretary for the operation of De-
22 partment facilities.

23 “(c) PERIOD OF OBLIGATED SERVICE.—

24 “(1) AGREEMENT.—An agreement between the
25 Secretary and a participant under the Program who
26 seeks a scholarship under this section, in addition to

1 the requirements set forth in section 7604 of this
2 title, shall include the following:

3 “(A) The agreement of the Secretary to
4 provide the participant with a scholarship under
5 the Program for a specified number of school
6 years during which the participant pursues a
7 course of education or training described in
8 subsection (b).

9 “(B) Subject to subparagraph (A), the
10 agreement of the participant to serve as a full-
11 time employee in the Department in a position
12 described in subsection (b) for a specified pe-
13 riod of time (in this section referred to as the
14 ‘period of obligated service’ of the participant).

15 “(2) SERVICE COMMENCEMENT DATE.—

16 “(A) IN GENERAL.—Except as provided in
17 subparagraph (F) or (G), not later than 60
18 days before the service commencement date of
19 a participant under this section, the Secretary
20 shall notify the participant of that service com-
21 mencement date. That date is the beginning of
22 the period of obligated service of the partici-
23 pant.

1 “(B) SERVICE COMMENCEMENT DATE.—

2 The service commencement date of the partici-
3 pant is the later of—

4 “(i) the course completion date of the
5 participant; or

6 “(ii) the date the participant meets
7 any applicable licensure or certification re-
8 quirements.

9 “(C) TREATMENT OF PART-TIME STU-
10 DENTS.—The Secretary shall specify the service
11 commencement date for participants who were
12 part-time students, which shall include terms as
13 similar as practicable to the terms set forth in
14 subparagraph (B).

15 “(D) SERVICE DURING COURSE OF EDU-
16 CATION OR TRAINING.—A participant may serve
17 the period of obligated service of the partici-
18 pant, or any portion of such period of obligated
19 service, during the period in which the partici-
20 pant is enrolled as a student in a course of edu-
21 cation or training under subsection (b) as
22 deemed appropriate by the Secretary.

23 “(E) SERVICE FOLLOWING LICENSURE OR
24 ONGOING TRAINING.—With respect to a partici-
25 pant who is licensed but may enter a related

1 and appropriate further training program, the
2 Secretary may adjust the beginning of the pe-
3 riod of obligated service of the participant to
4 begin following completion or desertion of the
5 additional training.

6 “(d) TERMINATION.—The authority to carry out the
7 Program shall terminate on the date that is 10 years after
8 the date of the enactment of the Honor Our Promise to
9 Veterans Act of 2025.

10 **“§ 7699D–2. Partnerships**

11 “As part of the Program, the Secretary may coordi-
12 nate and develop partnerships and agreements with train-
13 ing programs and schools with the capability of providing
14 the education required to fill the types of positions out-
15 lined in section 7699D–1(b).

16 **“§ 7699D–3. Administration**

17 “(a) OUTREACH.—

18 “(1) IN GENERAL.—The Secretary shall develop
19 an outreach program to Tribal Colleges and Univer-
20 sities, historically Black colleges and universities,
21 high schools in rural areas, community colleges,
22 transition assistance programs for members of the
23 Armed Forces transitioning to civilian life, and
24 spouses of such members to provide information
25 about the Program.

1 “(2) TRIBAL COLLEGE OR UNIVERSITY DE-
2 FINED.—In this subsection, the term ‘Tribal College
3 or University’ has the meaning given that term
4 under section 316 of the Higher Education Act of
5 1965 (20 U.S.C. 1059c).

6 “(b) MENTORS.—The Secretary shall ensure that a
7 mentor or mentors are available for each individual par-
8 ticipating in the Program at the facility at which the indi-
9 vidual is employed.”.

10 (b) CLERICAL AMENDMENT.—The table of sections
11 at the beginning of such chapter is amended by adding
12 at the end the following:

“SUBCHAPTER XI—BUILD AND MAINTAIN DEPARTMENT OF VETERANS
AFFAIRS PROGRAM

“Sec.

“7699D. Requirement for program.

“7699D–1. Education and Employment Assistance.

“7699D–2. Partnerships.

“7699D–3. Administration.”.

13 **SEC. 223. EXPANSION OF REIMBURSEMENT OF CON-**
14 **TINUING PROFESSIONAL EDUCATION EX-**
15 **PENSES.**

16 (a) IN GENERAL.—Section 7411 of title 38, United
17 States Code, is amended to read as follows:

18 **“§ 7411. Reimbursement of continuing professional**
19 **education expenses**

20 “(a) IN GENERAL.—The Secretary shall reimburse
21 certain full-time health care professionals of the Depart-

1 ment for expenses incurred for continuing professional
2 education in amounts as follows:

3 “(1) With respect to any physician, dentist, po-
4 diatrist, chiropractor, optometrist, registered nurse
5 (including any advanced practice registered nurse),
6 or physician assistant appointed under section
7 7401(1) of this title, not more than \$1,000 per year
8 for each such individual.

9 “(2) With respect to any licensed practical or
10 vocational nurse (including any nurse practitioner),
11 medical technologist, pharmacist, pharmacy techni-
12 cian, psychologist, diagnostic radiologic technologist,
13 or social worker appointed under section 7401(3) of
14 this title, not more than \$1,000 per year for each
15 such individual.

16 “(b) REPORT REQUIRED.—

17 “(1) IN GENERAL.—Not less frequently than
18 annually after the end of the first fiscal year fol-
19 lowing the date of the enactment of the Honor Our
20 Promise to Veterans Act of 2025, the Secretary
21 shall submit to the Committee on Veterans’ Affairs
22 of the Senate and the Committee on Veterans’ Af-
23 fairs of the House of Representatives information on
24 utilization of reimbursement under subsection (a),
25 including—

1 “(A) locations at which reimbursement is
2 claimed;

3 “(B) position title and specialty of the in-
4 dividual claiming reimbursement;

5 “(C) average amount claimed per position
6 and specialty; and

7 “(D) percent utilization by each position
8 and specialty overall.

9 “(2) AUTHORITY TO INCLUDE IN EXISTING RE-
10 PORT.—The information required under paragraph
11 (1) may be submitted independently or included in
12 another annual report to Congress.

13 “(c) PRIORITY REIMBURSEMENTS.—In providing re-
14 imbursement under subsection (a), the Secretary shall
15 prioritize reimbursement for—

16 “(1) individuals providing direct patient care or
17 individuals who are decision-makers for direct pa-
18 tient care; and

19 “(2) professional education directly related to
20 the duties and responsibilities of the position of the
21 employee or related to the position or positions of
22 employees overseen by the employee.”.

23 (b) CLERICAL AMENDMENT.—The table of sections
24 at the beginning of subchapter I of chapter 74 of title 38,

1 United States Code, is amended by striking the item relat-
2 ing to section 7411 and inserting the following new item:

“7411. Reimbursement of continuing professional education expenses.”.

3 **SEC. 224. PAYMENT OF LICENSURE EXAM COSTS FOR RE-**
4 **CIPIENTS OF SCHOLARSHIPS FROM DEPART-**
5 **MENT OF VETERANS AFFAIRS.**

6 (a) IN GENERAL.—The Secretary of Veterans Affairs
7 shall pay the costs of any licensing examinations and cer-
8 tifications required by the Secretary for any current recipi-
9 ent of a covered health professional scholarship from the
10 Department of Veterans Affairs.

11 (b) LICENSING EXAMINATIONS AND CERTIFI-
12 CATIONS.—Subsection (a) shall apply to the payment of
13 costs for—

14 (1) the United States Medical Licensing Exam-
15 ination Step 1, Step 2, and Step 3;

16 (2) the National Council Licensure Exam;

17 (3) the National Board Dental Examination;

18 (4) the National Board Dental Hygiene Exam-
19 ination;

20 (5) the Dental Licensure Objective Structured
21 Clinical Examination and Integrated National Board
22 Dental Examination;

23 (6) the National Licensing Exams for Reg-
24 istered Nurses, Nurse Practitioners, Nurse Mid-

1 wives, Clinical Nurse Specialists, and Certified Reg-
2 istered Nurse Anesthetists;

3 (7) the American Podiatric Medical Licensing
4 Exam;

5 (8) the National Board of Examiners in Optom-
6 etry Exam;

7 (9) the Physician Assistant National Certifi-
8 cation Exam;

9 (10) the Examination for Professional Practice
10 in Psychology;

11 (11) the Academy for Certification of Vision
12 Rehabilitation and Education Professionals certifi-
13 cation examinations;

14 (12) the Association of Social Workers Boards
15 Exam;

16 (13) the National Physical Therapy Licensing
17 Examination for Physical Therapists;

18 (14) The Board of Registration Examination
19 for Kinesiotherapy; and

20 (15) such other licensing examinations and cer-
21 tifications as the Secretary considers appropriate.

22 (c) REPORT TO CONGRESS.—Not later than one year
23 after the date of the enactment of this Act, and not less
24 frequently than annually thereafter, the Secretary shall
25 submit to the Committee on Veterans' Affairs of the Sen-

1 ate and the Committee on Veterans' Affairs of the House
2 of Representatives a report on the implementation of this
3 section that includes the following data for each State and
4 territory of the United States for the one-year period pre-
5 ceding the date of the report:

6 (1) Utilization by the Secretary of the require-
7 ment under subsection (a) broken down by position
8 and career type.

9 (2) Number of times each examination or cer-
10 tification described in subsection (b) was paid for by
11 the Department and total funds expended by the
12 Department for each such examination or certifi-
13 cation.

14 (d) COVERED HEALTH PROFESSIONAL SCHOLARSHIP
15 DEFINED.—In this section, the term “covered health pro-
16 fessional scholarship” means—

17 (1) the Department of Veterans Affairs Health
18 Professional Scholarship Program under subchapter
19 II of chapter 76 of title 38, United States Code;

20 (2) the Department of Veterans Affairs Em-
21 ployee Incentive Scholarship Program under sub-
22 chapter VI of such chapter, including—

23 (A) the National Nursing Education Initia-
24 tive; and

1 (B) the VA National Education for Em-
2 ployees Program;

3 (3) the Department of Veterans Affairs Read-
4 justment Counseling Service Scholarship Program
5 under subchapter IX of such chapter;

6 (4) the Visual Impairment and Orientation and
7 Mobility Professionals Scholarship Program under
8 chapter 75 of such title;

9 (5) the Veterans Healing Veterans Medical Ac-
10 cess and Scholarship Program under section 304 of
11 the VA MISSION Act of 2018 (Public Law 115–
12 182; 38 U.S.C. 7601 note);

13 (6) the Physician Assistant Education and
14 Training Pilot Program for Former Members of the
15 Armed Forces under section 246 of division J of the
16 Consolidated Appropriations Act of 2018 (Public
17 Law 115–141; 38 U.S.C. 7601 note); and

18 (7) such other programs as the Secretary con-
19 siderers appropriate.

20 **Subtitle D—Reports**

21 **SEC. 231. DEPARTMENT OF VETERANS AFFAIRS PER-** 22 **SONNEL TRANSPARENCY.**

23 (a) IN GENERAL.—Section 505 of the John S.
24 McCain III, Daniel K. Akaka, and Samuel R. Johnson VA
25 Maintaining Internal Systems and Strengthening Inte-

1 grated Outside Networks Act of 2018 (Public Law 115–
2 182; 38 U.S.C. 301 note) is amended—

3 (1) in subsection (a)—

4 (A) in paragraph (1)—

5 (i) in the matter before subparagraph
6 (A), by striking “information,” and all
7 that follows through “facility:” and insert-
8 ing “information:”;

9 (ii) in subparagraph (B)—

10 (I) by inserting “(i)” before “The
11 number”; and

12 (II) by adding at the end the fol-
13 lowing new clause:

14 “(ii) Information made available
15 under this subparagraph shall be updated
16 not less frequently than once each quarter
17 to account for delays in data processing
18 and shall reflect the most recently available
19 data.”;

20 (iii) in subparagraph (C), by striking
21 “vacancies, by occupation.” and inserting
22 “positions currently undergoing a recruit-
23 ment action, disaggregated by occupation
24 and by stage of recruitment, including
25 Manager Request Initiation Stage, recruit-

1 ment stage, onboarding stage, and waiting
2 to start stage, or successor stages if modi-
3 fied.”;

4 (iv) in subparagraph (E)(iii), by strik-
5 ing “potential hires or”; and

6 (v) by adding at the end the following
7 new subparagraph:

8 “(F) The number of positions vacated dur-
9 ing the quarter for which the Department has
10 not initiated a recruitment action, including the
11 date the position was vacated, disaggregated by
12 occupation.”;

13 (B) by redesignating paragraph (5) as
14 paragraph (6);

15 (C) by inserting after paragraph (4) the
16 following new paragraph (5):

17 “(5) DISPLAY OF INFORMATION.—The display
18 of information made publicly available on an Inter-
19 net website of the Department pursuant to para-
20 graph (1), shall be disaggregated—

21 “(A) by departmental component;

22 “(B) in the case of information relating to
23 Veterans Health Administration positions, by
24 medical facility; and

1 “(C) in the case of information relating to
2 Veterans Benefits Administration positions, by
3 regional office.”; and

4 (D) in paragraph (6), as redesignated by
5 subparagraph (B), by striking “shall” and all
6 that follows and inserting the following:
7 “shall—

8 “(A) review the administration of the
9 website required under paragraph (1);

10 “(B) develop recommendations relating to
11 the improvement of such administration; and

12 “(C) submit to the Committee on Vet-
13 erans’ Affairs of the Senate and the Committee
14 on Veterans’ Affairs of the House of Represent-
15 atives a report containing—

16 “(i) the findings of the Inspector Gen-
17 eral with respect to the most recent review
18 conducted under subparagraph (A); and

19 “(ii) the recommendations most re-
20 cently developed under subparagraph
21 (B).”; and

22 (2) by amending subsection (b) to read as fol-
23 lows:

1 “(b) ANNUAL REPORT.—Each year, the Secretary
2 shall submit to Congress an annual report that includes
3 the following:

4 “(1) A description of the steps the Department
5 is taking to achieve full staffing capacity.

6 “(2) A description of the actions the Depart-
7 ment is taking to improve the onboard timeline for
8 facilities of the Department, including—

9 “(A) in the case of facilities of the Vet-
10 erans Health Administration, for facilities for
11 which the duration of the onboarding process
12 exceeds the metrics laid out in the Time to Hire
13 Model of the Veterans Health Administration,
14 or successor model; and

15 “(B) in the case of Veterans Benefits Ad-
16 ministration, for regional offices that exceed the
17 time-to-hire target of the Office of Personnel
18 Management.

19 “(3) The amount of additional funds necessary
20 to enable the Department to reach full staffing ca-
21 pacity.

22 “(4) Such recommendations for legislative or
23 administrative action as the Secretary may have in
24 order to achieve full staffing capacity at the Depart-
25 ment.”.

1 (b) EFFECTIVE DATE.—The amendments made by
2 subsection (a) shall take effect on the date of the enact-
3 ment of this Act and shall apply with respect to the first
4 update under section 505(a)(3) of such Act beginning
5 after the date of the enactment of this Act and each up-
6 date thereafter.

7 **SEC. 232. REPORT ON GROW OUR OWN PROGRAM.**

8 Not later than 90 days after the date of the enact-
9 ment of this Act, the Secretary of Veterans Affairs shall
10 submit to the Committee on Veterans' Affairs and the
11 Committee on Appropriations of the Senate and the Com-
12 mittee on Veterans' Affairs and the Committee on Appro-
13 priations of the House of Representatives a report on—

14 (1) the implementation of the pilot program
15 under section 246 of the Military Construction, Vet-
16 erans Affairs, and Related Agencies Appropriations
17 Act, 2018 (division J of Public Law 115–141; 38
18 U.S.C. 7601 note);

19 (2) the current status of such pilot program;
20 and

21 (3) the status of such pilot program since the
22 origin of such pilot program.

1 **SEC. 233. PROVISION OF DATA ON EDUCATIONAL ASSIST-**
2 **ANCE PROGRAMS OF VETERANS HEALTH AD-**
3 **MINISTRATION.**

4 (a) IN GENERAL.—Beginning not later than 180
5 days after the date of the enactment of this Act, the Sec-
6 retary of Veterans Affairs shall provide to the Committee
7 on Veterans' Affairs of the Senate and the Committee on
8 Veterans' Affairs of the House of Representatives data on
9 graduate medical education programs, health profession
10 scholarship programs, and any other educational assist-
11 ance programs within the Veterans Health Administra-
12 tion.

13 (b) ELEMENTS.—The data required to be provided
14 under subsection (a) shall include, for each program, the
15 following:

16 (1) The number of active participants, broken
17 down by position or expected future position or li-
18 censure.

19 (2) The amount of funds spent each fiscal year.

20 (3) The number of participants who have com-
21 pleted their education and are currently completing
22 their service requirements at the Department of Vet-
23 erans Affairs.

24 (4) The number of participants who were pre-
25 viously active in the program but left the program
26 before completing their education or service require-

1 ment during the year preceding the date on which
2 the data is provided.

3 (5) An overview of outreach by the Department
4 to prospective participants in the program.

5 (6) Such other information as the Secretary
6 considers appropriate.

7 (c) UPDATE AND SUBMITTAL OF DATA.—The data
8 required to be provided under subsection (a)—

9 (1) shall be updated not less frequently than
10 annually; and

11 (2) may be submitted to the Committee on Vet-
12 erans' Affairs of the Senate and the Committee on
13 Veterans' Affairs of the House of Representatives as
14 part of another report required by law.

15 **TITLE III—INFRASTRUCTURE** 16 **MATTERS**

17 **SEC. 301. DEFINITIONS.**

18 In this title:

19 (1) APPROPRIATE COMMITTEES OF CON-
20 GRESS.—The term “appropriate committees of Con-
21 gress” means—

22 (A) the Committee on Veterans' Affairs
23 and the Committee on Appropriations of the
24 Senate; and

1 (B) the Committee on Veterans' Affairs
2 and the Committee on Appropriations of the
3 House of Representatives.

4 (2) CAPITAL ASSET.—The term “capital asset”
5 means the physical infrastructure, land, buildings,
6 and other related items under the operation and con-
7 trol of the Department of Veterans Affairs, includ-
8 ing the information technology and other support
9 systems needed to ensure physical space can be used
10 to deliver intended services and functions of the De-
11 partment.

12 **Subtitle A—Investing in Depart-**
13 **ment of Veterans Infrastructure**
14 **to Increase Capacity to Serve**
15 **Veterans**

16 **SEC. 311. AUTHORIZATION OF FUNDING FOR CERTAIN**
17 **LAND ACQUISITIONS FOR MEDICAL FACILI-**
18 **TIES OF DEPARTMENT OF VETERANS AF-**
19 **FAIRS.**

20 Section 8104(a)(2)(A) of title 38, United States
21 Code, is amended—

22 (1) by striking “No funds” and inserting “(i)
23 No funds”;

24 (2) by inserting “land acquisition or” before
25 “advance planning”; and

1 (3) by adding at the end the following new
2 clause:

3 “(ii) The exception under clause (i) for land acquisi-
4 tion shall apply only to a major medical facility project
5 that has been included in the five-year development plan,
6 or any successor similar plan, of the Department included
7 in the budget of the President for a fiscal year submitted
8 under section 1105(a) of title 31.”.

9 **SEC. 312. DETACHMENT OF CONGRESSIONAL COMMITTEE**

10 **APPROVAL REQUESTS OF MAJOR MEDICAL**
11 **FACILITY LEASES FROM ANNUAL BUDGET**
12 **SUBMISSION OF DEPARTMENT OF VETERANS**
13 **AFFAIRS.**

14 Section 8104(b)(2) of title 38, United States Code,
15 is amended, in the matter preceding subparagraph (A) by
16 striking “, on the same day,”.

17 **SEC. 313. IMPROVEMENT OF CAPITAL ASSET STAFFING OF**
18 **DEPARTMENT OF VETERANS AFFAIRS.**

19 (a) CAPITAL ASSET PERSONNEL OF THE DEPART-
20 MENT.—

21 (1) REQUIREMENT FOR DEDICATED OFFICES
22 AND SUFFICIENT STAFF.—

23 (A) IN GENERAL.—Not later than 540
24 days after the date of the enactment of this
25 Act, the Secretary of Veterans Affairs shall en-

1 sure that the Department of Veterans Affairs
2 has dedicated offices or entities and sufficient
3 staff, including at each medical center of the
4 Department, to conduct relevant critical respon-
5 sibilities for the life-cycle of capital asset man-
6 agement at the local, regional, and central of-
7 fice level.

8 (B) OFFICES AND STAFF INCLUDED.—The
9 requirement for offices or entities and sufficient
10 staff under subparagraph (A) may include en-
11 suring such mix as the Secretary considers ap-
12 propriate of personnel with duties from the fol-
13 lowing categories:

14 (i) Facility planning.

15 (ii) Long-range capital planning.

16 (iii) Management of projects and cap-
17 ital assets relating to the execution of
18 major construction projects, minor con-
19 struction projects, major leases, minor
20 leases, nonrecurring maintenance, and re-
21 lated matters at medical centers and facili-
22 ties of the Department in the surrounding
23 catchment areas of those centers and fa-
24 cilities.

1 (iv) Property disposal or transfer, en-
2 vironmental remediation, and historic pres-
3 ervation.

4 (v) Engineering, including matters re-
5 lating to seismic repairs and projects.

6 (vi) Maintenance and repair of exist-
7 ing infrastructure.

8 (vii) The collection of views of vet-
9 erans and employees of the Department to
10 understand the capital assets needs of the
11 Department.

12 (viii) Other relevant functions relating
13 to the full life-cycle of capital asset man-
14 agement of the Department, as determined
15 by the Secretary.

16 (2) TASKS.—To the greatest extent practicable,
17 the Secretary shall ensure that each of the cat-
18 egories of duties under paragraph (1)(B) are as-
19 signed to a different individual or group of individ-
20 uals so as—

21 (A) to organize common work in a cohesive
22 manner; and

23 (B) not to overburden a small number of
24 individuals with such requirements.

1 (3) LEAD OFFICIAL.—Not later than 180 days
2 after the date of the enactment of this Act, the Sec-
3 retary shall—

4 (A) designate one individual as the lead
5 senior official responsible for integration and
6 coordination of, and accountability for, the eval-
7 uation of the capital asset workforce needs of
8 the Department, to include workforce staffing
9 model established under paragraph (4), and the
10 ongoing implementation and monitoring of ac-
11 tions to ensure adequate capital asset staffing
12 across the Department, including those at the
13 field, regional, and central offices of the Vet-
14 erans Health Administration, the National
15 Cemetery Administration, the Veterans Benefits
16 Administration, and the Office of Acquisition,
17 Logistics, and Construction; and

18 (B) notify the appropriate committees of
19 Congress who has been designated under sub-
20 paragraph (A).

21 (4) STAFFING MODEL.—

22 (A) IN GENERAL.—Not later than one year
23 after the date of the enactment of this Act, the
24 Secretary shall establish a staffing model for
25 the relevant administrations, staff offices, and

1 other elements of the Department to carry out
2 paragraph (1) that—

3 (i) ensures a minimum base level of
4 capital asset staffing; and

5 (ii) is adjusted based on the volume
6 and complexity of capital asset work of a
7 particular facility, catchment area, region,
8 or central office responsibility.

9 (B) UPDATE.—The Secretary shall update
10 the staffing model under subparagraph (A) reg-
11 ularly to ensure it is effective in carrying out
12 paragraph (1).

13 (5) TREATMENT OF STATES AND TERRITORIES
14 WITHOUT A MEDICAL CENTER.—In the case of a
15 State or territory of the United States in which the
16 Department does not operate a full-service medical
17 center, the Secretary shall, in carrying out para-
18 graph (1), ensure, to the greatest extent practicable,
19 that the Department has a dedicated office or entity
20 and sufficient staff at the largest medical facility of
21 the Department in that State or territory, and any
22 reference in this section to a medical center shall be
23 deemed to be a reference to that medical facility.

24 (6) PURPOSE AND INTENT.—

1 (A) IN GENERAL.—The purpose of this
2 subsection is to ensure that field, regional, and
3 central offices of the Department of Veterans
4 Affairs have an appropriately sized and
5 credentialed capital asset workforce to allow for
6 efficient and effective execution of their relevant
7 segment of capital asset work.

8 (B) RULE OF CONSTRUCTION.—Nothing in
9 this subsection is intended to mandate a re-
10 alignment of capital asset workforce roles, re-
11 sponsibilities, and reporting structures.

12 (b) QUALIFICATIONS.—The Secretary shall ensure
13 that appropriate professional certifications, educational
14 background, and other qualifications are in effect for indi-
15 viduals employed in a position at a dedicated office or enti-
16 ty required by subsection (a) to manage the duties under
17 the categories set forth under subsection (a)(1)(B).

18 (c) DUTIES OF DEDICATED OFFICES OR ENTITIES
19 AT MEDICAL CENTERS.—

20 (1) IN GENERAL.—The duties of a dedicated of-
21 fice or entity required by subsection (a) at a medical
22 center of the Department may include such combina-
23 tion of the following duties as the Secretary con-
24 siders appropriate to achieve efficient and effective

1 capital asset management and performance as it
2 pertains to relevant activities at the field level:

3 (A) The development, monitoring, and im-
4 plementation of capital asset objectives for the
5 catchment area surrounding the medical center,
6 including community-based outpatient clinics
7 and other sites of care of the Department in
8 that area.

9 (B) The coordination of capital asset man-
10 agement and planning with counterparts at
11 other medical centers of the Department in the
12 region and facility planners for the Veterans In-
13 tegrated Service Network or Networks in the
14 region.

15 (C) Effective delivery of capital asset
16 projects.

17 (D) Maintenance and repair of infrastruc-
18 ture.

19 (E) Capital asset disposal or transfer, envi-
20 ronmental remediation, and historic preserva-
21 tion.

22 (F) Regularly monitoring state-of-the-art
23 best practices in health care capital asset deliv-
24 ery and management.

1 (G) Constantly monitoring the needs of
2 veterans and employees of the Department as it
3 relates to medical space and services at the
4 medical center and facilities in the catchment
5 area surrounding the medical center to forward
6 plan and identify and submit plans, through
7 processes of the Department, to meet those
8 needs, including by formulating local and re-
9 gional capital improvement and asset manage-
10 ment plans for medical facilities of the Depart-
11 ment through the regular collection of—

12 (i) views and expectations of veterans,
13 including as expressed by relevant local or
14 national veterans service organizations, in
15 that area who are eligible users of health
16 care and related services provided by the
17 Department with respect to—

18 (I) preferences and needs of
19 those veterans for the care received
20 from medical facilities of the Depart-
21 ment in that area; and

22 (II) the need for improvements
23 and enhancements to infrastructure of
24 the Department; and

1 (ii) views of relevant medical staff of
2 the Department at the medical center and
3 facilities in that catchment area regarding
4 their preferences and needs for how to de-
5 liver health care to veterans and how those
6 preferences impact the infrastructure
7 needs of the Department.

8 (H) Understanding the capital asset poli-
9 cies, procedures, and directives of the Depart-
10 ment, including those issued by the central of-
11 fice of the Department, the Veterans Health
12 Administration, Veterans Integrated Service
13 Networks, the Office of Acquisition, Logistics,
14 and Construction, the Office of Asset Enter-
15 prise Management, the Office of General Coun-
16 sel, the Office of Information and Technology,
17 or any successor offices, and any other office of
18 the Department with significant responsibility
19 over capital asset management and planning.

20 (I) Implementing locally the policies, proce-
21 dures, and directives described in subparagraph
22 (H).

23 (J) Providing feedback regarding ways in
24 which the policies, procedures and directives de-
25 scribed in subparagraph (H) can be improved.

1 (K) Understanding the importance for col-
2 laboration and coordination among all relevant
3 offices of the Department, including the Office
4 of Acquisition, Logistics, and Construction, the
5 Office of Asset Enterprise Management, the Of-
6 fice of Information and Technology, or suc-
7 cessor offices with similar functions, and other
8 internal stakeholders as required to achieve suc-
9 cess in all phases of capital asset management.

10 (2) COLLECTION OF VIEWS AND EXPECTA-
11 TIONS.—

12 (A) IN GENERAL.—Views and expectations
13 may be collected under paragraph (1)(G)
14 through multiple channels and the process used
15 for such collection shall ensure that the views
16 and expectations collected provide a representa-
17 tive sample of the population from which such
18 views and expectations are collected.

19 (B) CONFIDENTIALITY.—Any information
20 collected under paragraph (1)(G) shall be col-
21 lected in a manner that provides an option for
22 submission of views that are anonymous and
23 confidential.

24 (C) INCLUSION OF DIVERSE VIEW-
25 POINTS.—In collecting views and expectations

1 of veterans and medical staff under paragraph
2 (1)(G), an office, entity, or relevant staff de-
3 scribed in subsection (a) for a medical center of
4 the Department shall ensure that the viewpoints
5 of a diverse population of veterans being served
6 by the medical center and medical staff of the
7 medical center or in the catchment area of the
8 medical center are captured.

9 (D) COORDINATION WITH EXISTING EF-
10 FORTS OF THE DEPARTMENT.—In carrying out
11 paragraph (1)(G) and this paragraph, the Sec-
12 retary shall use, as the Secretary considers ap-
13 propriate, existing efforts and expertise of the
14 Department through the Veterans Health Ad-
15 ministration, the Office of Acquisition, Logis-
16 tics, and Construction, the Office of Asset En-
17 terprise Management, and the Veterans Experi-
18 ence Office.

19 (E) USAGE OF VIEWS AND EXPECTA-
20 TIONS.—The views and expectations collected
21 under paragraph (1)(G) shall be used to inform
22 the offices, entities, or relevant staff described
23 in subsection (a)(1) and the broader leadership
24 of medical centers and Veterans Integrated

1 Service Networks of the Department to develop
2 plans for capital asset improvement.

3 (d) DEVELOPMENT OF STANDARD PROCESS TO SO-
4 LICIT VIEWS ON EFFECTIVENESS.—

5 (1) IN GENERAL.—Subject to paragraph (3),
6 the Secretary shall develop a standardized process to
7 regularly solicit feedback from individuals and enti-
8 ties described in paragraph (2) regarding the effec-
9 tiveness of and ways to improve—

10 (A) the infrastructure and capital asset
11 management investment processes and proce-
12 dures of the central office of the Department
13 and Veterans Integrated Service Networks of
14 the Department; and

15 (B) the guidance of the central office and
16 Veterans Integrated Service Networks regard-
17 ing such processes and procedures to the med-
18 ical centers, facilities in the surrounding
19 catchment areas of those medical centers, and
20 Veterans Integrated Service Networks, as ap-
21 propriate.

22 (2) INDIVIDUALS AND ENTITIES DESCRIBED.—
23 The individuals and entities described in this para-
24 graph are the following:

1 (A) Each office, entity, or relevant staff
2 described in subsection (a)(1) for a medical cen-
3 ter of the Department.

4 (B) Medical staff of the Department at fa-
5 cilities in the surrounding catchment area of
6 the medical center.

7 (C) Veterans Integrated Service Networks.

8 (D) Staff of offices within the central of-
9 fice of the Department, including the Office of
10 Acquisition, Logistics, and Construction, the
11 Office of Asset Enterprise Management, and
12 the Office of Information and Technology, or
13 successor offices with similar functions.

14 (E) The Veterans Health Administration,
15 including the Office of Healthcare Environment
16 and Facilities Programs.

17 (F) Such other offices as the Secretary de-
18 termines relevant.

19 (3) ALIGNMENT WITH MARKET AREA ASSESS-
20 MENTS.—To the degree practicable, the Secretary
21 shall align the process developed and standardized
22 under paragraph (1) with the performance of market
23 area assessments under section 7330C(a) of title 38,
24 United States Code.

1 (4) CONFIDENTIALITY.—Any information col-
2 lected under paragraph (1) shall be collected in a
3 manner that provides an option for submission of
4 views that are anonymous and confidential.

5 (e) USE OF REPORT FINDINGS.—The Secretary shall
6 use the results of the report required under section 326
7 in establishing the offices, entities, or organizational struc-
8 tures required under subsection (a) and carrying out any
9 other requirements of this section.

10 **SEC. 314. DEVELOPMENT OF PERFORMANCE METRICS OF**
11 **CAPITAL ASSET MANAGEMENT BY DEPART-**
12 **MENT OF VETERANS AFFAIRS AND MONI-**
13 **TORING FOR IMPROVEMENT.**

14 (a) IN GENERAL.—Not later than one year after the
15 date of the enactment of this Act, the Secretary of Vet-
16 erans Affairs shall—

17 (1) develop meaningful and measurable goals
18 and metrics—

19 (A) to assess the performance of the cap-
20 ital asset management programs of the Depart-
21 ment of Veterans Affairs, including those car-
22 ried out by a non-Department Federal entity
23 under section 8103(e)(1) of title 38, United
24 States Code, to allow the Secretary to make
25 sound decisions regarding construction, leasing,

1 acquisition, maintenance, and disposal of cap-
2 ital assets; and

3 (B) that are in alignment with strategic
4 plans and budgets of the Department and the
5 mission of the Department to serve veterans,
6 their families, and caregivers;

7 (2) develop an internal dashboard or other tool
8 to monitor progress towards meeting those goals;

9 (3) establish and implement internal governance
10 processes to direct necessary changes to improve
11 performance and achievement of those goals; and

12 (4) submit to appropriate committees of Con-
13 gress a report on the development of the goals and
14 metrics under paragraph (1) and the implementation
15 of the internal dashboard or other tool under para-
16 graph (2) and the internal governance process under
17 paragraph (3).

18 (b) INTERNAL DASHBOARD.—The Secretary shall en-
19 sure that the internal dashboard developed under sub-
20 section (a)(2) includes meaningful and relevant metrics
21 that—

22 (1) evaluate capital asset management perform-
23 ance of the Department and provide relevant infor-
24 mation to guide necessary improvements; and

1 (2) are developed consistent with recommenda-
2 tions set forth by the Comptroller General of the
3 United States.

4 **SEC. 315. EXPANSION OF MEMBERSHIP OF THE CAPITAL**
5 **ASSET PLANNING COMMITTEE.**

6 Not later than 180 days after the date of the enact-
7 ment of this Act, in order to facilitate Federal health in-
8 frastructure planning, coordination, and investment, the
9 Deputy Secretary of Veterans Affairs and the Under Sec-
10 retary of Defense for Personnel and Readiness shall mod-
11 ify the membership of the Capital Asset Planning Com-
12 mittee established as a subordinate entity of the Depart-
13 ment of Veterans Affairs-Department of Defense Joint
14 Executive Committee established under section 320 of title
15 38, United States Code, to include the following:

16 (1) Not fewer than one officer or employee of
17 the Indian Health Service.

18 (2) Not fewer than one officer or employee of
19 the Department of Health and Human Services who
20 is not an employee of the Indian Health Service.

21 **SEC. 316. AUTHORIZATION OF APPROPRIATIONS.**

22 (a) MINOR CONSTRUCTION.—There is authorized to
23 be appropriated to the Secretary of Veterans Affairs, for
24 the Construction, Minor Projects account, the following:

25 (1) For fiscal year 2026, \$1,000,000,000.

1 (2) For fiscal year 2027, \$2,000,000,000.

2 (3) For fiscal year 2028, \$3,000,000,000.

3 (4) For fiscal year 2029, \$4,000,000,000.

4 (5) For fiscal year 2030, \$5,000,000,000.

5 (6) For fiscal year 2031, \$5,000,000,000.

6 (7) For fiscal year 2032, \$5,000,000,000.

7 (8) For fiscal year 2033, \$5,000,000,000.

8 (9) For fiscal year 2034, \$5,000,000,000.

9 (10) For fiscal year 2035, \$5,000,000,000.

10 (11) For fiscal year 2036, \$5,000,000,000.

11 (12) For fiscal year 2037, \$5,000,000,000.

12 (b) MAJOR CONSTRUCTION.—There is authorized to
13 be appropriated to the Secretary of Veterans Affairs, for
14 the Construction, Major Projects account, the following:

15 (1) For fiscal year 2026, \$2,000,000,000.

16 (2) For fiscal year 2027, \$3,000,000,000.

17 (3) For fiscal year 2028, \$4,000,000,000.

18 (4) For fiscal year 2029, \$5,000,000,000.

19 (5) For fiscal year 2030, \$6,000,000,000.

20 (6) For fiscal year 2031, \$7,000,000,000.

21 (7) For fiscal year 2032, \$7,000,000,000.

22 (8) For fiscal year 2033, \$7,000,000,000.

23 (9) For fiscal year 2034, \$7,000,000,000.

24 (10) For fiscal year 2035, \$7,000,000,000.

25 (11) For fiscal year 2036, \$7,000,000,000.

1 (12) For fiscal year 2037, \$7,000,000,000.

2 (c) GRANTS FOR EXTENDED CARE FACILITIES.—

3 There is authorized to be appropriated to the Secretary
4 of Veterans Affairs, to be used for grants for extended
5 care facilities, the following:

6 (1) For fiscal year 2026, \$300,000,000.

7 (2) For fiscal year 2027, \$400,000,000.

8 (3) For fiscal year 2028, \$500,000,000.

9 (4) For fiscal year 2029, \$550,000,000.

10 (5) For fiscal year 2030, \$600,000,000.

11 (6) For fiscal year 2031, \$600,000,000.

12 (7) For fiscal year 2032, \$600,000,000.

13 (8) For fiscal year 2033, \$600,000,000.

14 (9) For fiscal year 2034, \$600,000,000.

15 (10) For fiscal year 2035, \$600,000,000.

16 (11) For fiscal year 2036, \$600,000,000.

17 (d) REQUIREMENT FOR DETAILED JUSTIFICA-
18 TION.—

19 (1) IN GENERAL.—For any fiscal year in which
20 the Secretary of Veterans Affairs requests an
21 amount that is less than an amount specified in any
22 of subsections (a) through (c), the Secretary shall
23 include as part of the budget of the President for
24 that fiscal year submitted under section 1105(a) of
25 title 31, United States Code—

1 (A) a detailed justification and analysis for
2 why the requested funding levels are sufficient
3 to meet the infrastructure needs of the Depart-
4 ment of Veterans Affairs; and

5 (B) an identification of which projects—

6 (i) with respect to subsections (a) and
7 (b), included in the Strategic Capital In-
8 vestment Planning process, or successor
9 process, will not be funded based on the
10 level of funding requested; and

11 (ii) with respect to subsection (c), in-
12 cluded in the most recent approved State
13 Home Construction Grants Priority List,
14 will not be funded based on the level of
15 funding requested.

16 (2) COMPARISON TO AMOUNT SENT TO OFFICE
17 OF MANAGEMENT AND BUDGET.—In providing infor-
18 mation under paragraph (1) for a fiscal year, the
19 Secretary shall indicate whether the numbers that
20 appear in the budget for the accounts specified
21 under subsections (a) through (c) match or do not
22 match what the Secretary submitted for review to
23 the Office of Management and Budget as part of the
24 budget development process of the Department of
25 Veterans Affairs for that fiscal year.

1 **Subtitle B—Reviews and Reports**

2 **SEC. 321. REVIEW OF RESILIENCE OF FACILITIES, LAND,** 3 **AND OTHER RELEVANT CAPITAL ASSETS OF** 4 **DEPARTMENT OF VETERANS AFFAIRS.**

5 (a) IN GENERAL.—Not later than two years after the
6 date of the enactment of this Act, the Secretary of Vet-
7 erans Affairs shall submit to the Committee on Veterans’
8 Affairs of the Senate and the Committee on Veterans’ Af-
9 fairs of the House of Representatives a report on the resil-
10 ience of mission critical assets of the Department of Vet-
11 erans Affairs as it relates to extreme weather events.

12 (b) ELEMENTS.—The report required by subsection
13 (a) shall include the following:

14 (1) An assessment and description of which
15 mission critical existing facilities, land, and other
16 relevant capital assets of the Department,
17 disaggregated by State, territory of the United
18 States, and type of facility, land, or asset, are at
19 highest risk due to vulnerabilities relating to prox-
20 imity to—

21 (A) a body of water; or

22 (B) an area prone to—

23 (i) flooding, including flooding due to
24 rising sea levels;

25 (ii) wild fire; or

1 (iii) tornadoes, hurricanes, or other
2 storms or extreme weather events.

3 (2) A description of strategies to improve the
4 resilience of existing facilities, land, and other rel-
5 evant capital assets assessed to be at highest risk
6 pursuant to paragraph (1), including potential modi-
7 fications to facility operations and maintenance
8 practices.

9 (3) Recommendations of the Secretary for best
10 practices, standards, and solutions for future place-
11 ment, planning, renovation, leasing, purchase, con-
12 struction, and disposal of facilities, land, and other
13 mission critical assets of the Department to avoid or
14 mitigate the challenges resulting from the placement
15 of a facility or asset in an area at risk of being vul-
16 nerable to harm from the impacts of changing envi-
17 ronmental conditions and an assessment of whether
18 additional resources are necessary to address the
19 risks at each such facility or for each such asset.

20 (4) A description of—

21 (A) recommendations for legislative or ad-
22 ministrative action to mitigate and respond to
23 the findings under paragraphs (1) through (3);

24 (B) actions taken by the Secretary during
25 the three fiscal years immediately preceding the

1 date of the submission of the report and actions
2 planned to be taken by the Secretary during the
3 three fiscal years immediately following such
4 date to improve the resilience of existing facili-
5 ties, land, infrastructure, and other relevant
6 capital assets under the jurisdiction or control
7 of the Department of Veterans Affairs that are
8 mission critical and assessed to be highest risk
9 pursuant to paragraph (1);

10 (C) changes in policies, directives, and pro-
11 cedures of the Department to mitigate, plan
12 for, and improve resilience of future con-
13 structed, leased, or other facilities, land, infra-
14 structure, and other relevant capital assets
15 under the jurisdiction or control of the Depart-
16 ment;

17 (D) how the Department has incorporated
18 or will incorporate resilience information into
19 the processes and procedures of the Depart-
20 ment for capital asset investment decisions;

21 (E) changes the Department will make to
22 ensure the facilities, land, infrastructure, and
23 other relevant capital assets of the Department
24 are available to furnish care and services under

1 section 1785 of title 38, United States Code,
2 during or following a disaster or emergency;

3 (F) the estimated cost to implement the
4 changes described in the report;

5 (G) the estimated timeline to implement
6 the changes described in the report; and

7 (H) such other matters as the Secretary
8 determines appropriate.

9 **SEC. 322. REPORTS ON KEY CAPITAL ASSET INVESTMENTS,**
10 **ACTIVITIES, AND PERFORMANCE OF DEPART-**
11 **MENT OF VETERANS AFFAIRS.**

12 (a) IN GENERAL.—Section 8120 of title 38, United
13 States Code, is amended to read as follows:

14 **“§ 8120. Reports on key capital asset investments, ac-**
15 **tivities, and performance**

16 **“(a) CAPITAL ASSET INVESTMENT, ACTIVITIES, AND**
17 **PERFORMANCE.—**

18 **“(1) IN GENERAL.—**Not later than 30 days
19 after the end of each fiscal year, and every 60 days
20 thereafter until the end of that fiscal year, the Sec-
21 retary shall submit to the appropriate committees of
22 Congress a report on key capital asset investments,
23 activities, and performance of the Department.

24 **“(2) ELEMENTS.—**

1 “(A) FIRST REPORT IN EACH FISCAL
2 YEAR.—The first report under paragraph (1) in
3 each fiscal year shall include the following:

4 “(i) A brief summary of work that
5 was completed on each capital asset project
6 that was completed in the previous fiscal
7 year.

8 “(ii) A brief summary of the accom-
9 plishments, impediments, and challenges
10 experienced by the Department with re-
11 spect to capital asset projects in the pre-
12 vious fiscal year and a description of ef-
13 forts made to address any such impedi-
14 ments and challenges.

15 “(iii) With respect to each capital
16 asset project completed in such year, the
17 following:

18 “(I) The type of project (major
19 construction, minor construction, non-
20 recurring maintenance, leases, or
21 other category, including disposals).

22 “(II) The estimated total cost
23 and the actual total cost of the
24 project.

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1 “(III) A description of the
2 project.

3 “(IV) The location and facility
4 with respect to which the project was
5 carried out.

6 “(V) The fiscal quarter the
7 project was expected to begin, the fis-
8 cal quarter the project began, the
9 month and year the project was com-
10 pleted, and the fiscal quarter the facil-
11 ity in connection to such project was
12 in use by veterans, employees of the
13 Department, or other relevant users,
14 as the case may be.

15 “(iv) In the case of any capital asset
16 project completed during the previous fis-
17 cal year with respect to which the final
18 cost of the project (or any increment of the
19 project) was more than 10 percent greater
20 than the estimated cost of the project (or
21 increment) or the completion of such
22 project (or increment) was more than 180
23 days later than the planned schedule for
24 such project (or increment)—

1 “(I) the reason for any such
2 overage or delay; and

3 “(II) actions being taken to pre-
4 vent any such overage or delay in fu-
5 ture projects.

6 “(v) A list of any capital asset
7 projects cancelled during the previous fis-
8 cal year, including any projects in the de-
9 sign phase and including the reason for the
10 cancellation.

11 “(vi) A summary of total actual obli-
12 gations for capital asset projects for the
13 previous fiscal year, broken out by major
14 construction, minor construction, non-re-
15 curring maintenance, and leases from the
16 medical facilities appropriation account of
17 the Department.

18 “(vii) A projected list of capital asset
19 projects, broken out by type of project
20 under subclause (I), that are expected to
21 be initiated during the current fiscal year
22 and those that are expected to be com-
23 pleted during the current fiscal year, which
24 shall include the following:

1 “(I) The type of project (major
2 construction, minor construction, non-
3 recurring maintenance, leases, or
4 other category, including disposals).

5 “(II) The estimated total cost of
6 the project.

7 “(III) A description of the
8 project.

9 “(IV) The location and facility
10 with respect to which the project was
11 carried out or is expected to be car-
12 ried out.

13 “(V) The fiscal quarter the
14 project is expected to begin, the fiscal
15 quarter the project is expected to be
16 completed, and the fiscal quarter the
17 facility in connection to such project
18 is expected to be in use by veterans,
19 employees of the Department, or other
20 relevant users, as the case may be.

21 “(viii) Projected total obligations for
22 capital asset projects for the current fiscal
23 year, broken out by major construction,
24 minor construction, non-recurring mainte-
25 nance, and leases, from the medical facili-

1 ties appropriation account of the Depart-
2 ment.

3 “(ix) Such observations of best prac-
4 tices, impediments, and accomplishments
5 related to the capital asset management
6 and performance of the Department, in-
7 cluding any legislative or administrative
8 action, as the Secretary considers appro-
9 priate with respect to such practices, im-
10 pediments, and accomplishments.

11 “(x) Meaningful metrics that show the
12 progress of the Department toward meet-
13 ing relevant goals of the Department relat-
14 ing to capital asset management.

15 “(xi) Such other matters as the Sec-
16 retary considers appropriate.

17 “(B) SUBSEQUENT REPORTS.—Each re-
18 port in a fiscal year after the first report shall
19 include, at a minimum, relevant updates on any
20 capital asset projects that are ongoing during
21 that fiscal year, including any updates to infor-
22 mation provided with respect to such projects
23 under subparagraph (A).

24 “(C) METRICS.—Beginning not later than
25 two years after the date of the enactment of the

1 Honor Our Promise to Veterans Act of 2025,
2 the metrics described in subparagraph (A)(x)
3 shall include the metrics developed under sec-
4 tion 314(a)(1) of such Act.

5 “(3) MATTERS RELATING TO REPORTING
6 COSTS.—In each report under paragraph (1), when
7 reporting on costs for capital asset projects, the Sec-
8 retary may include information regarding Federal
9 requirements, including those specific to the Depart-
10 ment, that may not exist in the non-Federal con-
11 struction sector that may increase costs for capital
12 asset projects.

13 “(b) SUPER CONSTRUCTION PROJECTS.—

14 “(1) IN GENERAL.—Not later than 30 days
15 after the end of each fiscal year, and every 60 days
16 thereafter until the end of that fiscal year, the Sec-
17 retary shall submit to the appropriate committees of
18 Congress a report on the super construction projects
19 carried out by the appropriate non-Department Fed-
20 eral entity described in section 8103(e)(1) of this
21 title during such year.

22 “(2) ELEMENTS.—Each report required under
23 paragraph (1) shall include, for each project de-
24 scribed in such paragraph—

1 “(A) the budgetary and scheduling status
2 of the project, as of the last day of the most re-
3 cent fiscal quarter ending before the date on
4 which the report is required to be submitted;
5 and

6 “(B) the actual cost and schedule
7 variances of the project, as of such day, com-
8 pared to the planned cost and schedules for the
9 project.

10 “(c) DEFINITIONS.—In this section:

11 “(1) APPROPRIATE COMMITTEES OF CON-
12 GRESS.—The term ‘appropriate committees of Con-
13 gress’ means—

14 “(A) the Committee on Appropriations and
15 the Committee on Veterans’ Affairs of the Sen-
16 ate; and

17 “(B) the Committee on Appropriations and
18 the Committee on Veterans’ Affairs of the
19 House of Representatives.

20 “(2) CAPITAL ASSET PROJECT.—The term ‘cap-
21 ital asset project’ means a capital asset investment
22 or activity of the Department.

23 “(3) SUPER CONSTRUCTION PROJECT.—The
24 term ‘super construction project’ has the meaning
25 given such term in section 8103(e)(3) of this title.”.

1 (b) CLERICAL AMENDMENT.—The table of sections
2 at the beginning of chapter 81 of title 38, United States
3 Code, is amended by striking the item relating to section
4 8120 and inserting the following new item:

“8120. Reports on key capital asset investments, activities, and performance.”.

5 **SEC. 323. REPORT ON LONG-TERM CARE PHYSICAL INFRA-**
6 **STRUCTURE NEEDS OF DEPARTMENT OF**
7 **VETERANS AFFAIRS.**

8 (a) IN GENERAL.—Not later than one year after the
9 date of the enactment of this Act, the Secretary of Vet-
10 erans Affairs shall submit to the appropriate committees
11 of Congress a report, disaggregated by medical center or
12 other relevant health care facility of the Department of
13 Veterans Affairs, identifying the physical infrastructure
14 needs of the Department to support current and future
15 anticipated long-term care needs and models of care for
16 veterans, including—

17 (1) infrastructure needed to support the deliv-
18 ery of long-term care for women veterans, veterans
19 with spinal cord injuries and diseases, veterans with
20 traumatic brain injury, veterans with unique behav-
21 ioral health needs, veterans with memory loss, and
22 other population groups with unique needs or pro-
23 jected future needs;

24 (2) information regarding the plans of the De-
25 partment to provide such care as the Department

1 builds internal capacity but space is not yet available
2 to meet the demand for such care; and

3 (3) with respect to any projects needed to pro-
4 vide the infrastructure specified under paragraph
5 (1)—

6 (A) the estimated individual project cost
7 and total cost to accomplish those projects; and

8 (B) the estimated individual project
9 timeline to accomplish each such project upon
10 receipt of appropriate funding.

11 (b) INCLUSION OF INFORMATION REGARDING
12 PRIORITIZATION OF CERTAIN PROJECTS.—The Secretary
13 shall include in the report required under subsection (a)
14 information regarding how the infrastructure
15 prioritization processes of the Department, such as the
16 Strategic Capital Investment Planning process, or suc-
17 cessor process, could be modified to include higher
18 prioritization of projects that support the provision of a
19 health care service that is not widely available, or is not
20 available in compliance with appropriate quality or access
21 standards, from non-Department providers.

22 (c) DEVELOPMENT OF REPORT.—In developing the
23 report required under subsection (a), the Secretary shall
24 consult with relevant regional and national program of-
25 fices of the Veterans Health Administration with responsi-

1 bility for managing the various health care services cov-
2 ered by the report, including long-term care and care re-
3 lating to spinal cord injuries and diseases, to ensure that
4 the report contains a holistic, comprehensive, and inte-
5 grated plan to address the capital asset and other space
6 needs for the population of veterans who require those
7 services.

8 (d) INDICATION OF TYPES OF PROJECTS.—In the re-
9 port required under subsection (a), the Secretary shall in-
10 dicate the projects that can be most efficiently and effec-
11 tively accomplished through smaller individual infrastruc-
12 ture projects or through a larger medical facility replace-
13 ment or new site of care, as determined by the Secretary.

14 **SEC. 324. REPORT ON WOMEN VETERANS RETROFIT INITIA-**
15 **TIVE.**

16 Section 5102 of the Deborah Sampson Act of 2020
17 (title V of Public Law 116–315; 38 U.S.C. 8110 note)
18 is amended—

19 (1) by redesignating subsection (c) as sub-
20 section (d); and

21 (2) by inserting after subsection (b) the fol-
22 lowing new subsection (c):

23 “(c) REPORT ON PROJECTS.—

24 “(1) IN GENERAL.—Not later than one year
25 after the date of the enactment of the Honor Our

1 Promise to Veterans Act of 2025, the Secretary
2 shall submit to the appropriate committees of Con-
3 gress a report containing—

4 “(A) an identification of the funding re-
5 quested and the funding provided to the De-
6 partment for retrofitting prioritized under sub-
7 section (a) as of the date of the report;

8 “(B) a list of projects conducted with such
9 funding as of such date, including—

10 “(i) amounts obligated for each such
11 project;

12 “(ii) the locations of each such
13 project;

14 “(iii) a short description of each such
15 project; and

16 “(iv) the status of each such project,
17 including an estimated timeline to complete
18 the project; and

19 “(C) a list of projects for retrofitting
20 prioritized under subsection (a) as of such date
21 that remain unfunded as of such date, includ-
22 ing—

23 “(i) the estimated funding required
24 for those projects to be completed, on a
25 project by project basis; and

1 “(ii) an estimated timeline to complete
2 each such project if necessary funding and
3 other resources are provided.

4 “(2) UPDATES.—Not later than one year after
5 the submittal of the report under paragraph (1), and
6 annually thereafter until the earlier of the date that
7 is 10 years after the submittal of such report or the
8 date on which all projects listed under subpara-
9 graphs (B) and (C) of such paragraph have been
10 completed, the Secretary shall submit to the appro-
11 priate committees of Congress a report on—

12 “(A) the progress made by the Secretary
13 in completing such projects; and

14 “(B) an identification of the funding re-
15 quested and the funding provided to the De-
16 partment to complete such projects.

17 “(3) APPROPRIATE COMMITTEES OF CON-
18 GRESS.—In this subsection, the term ‘appropriate
19 committees of Congress’ means—

20 “(A) the Committee on Appropriations and
21 the Committee on Veterans’ Affairs of the Sen-
22 ate; and

23 “(B) the Committee on Appropriations and
24 the Committee on Veterans’ Affairs of the
25 House of Representatives.”.

1 **SEC. 325. REPORT ON CAPITAL ASSET AND INFORMATION**
2 **TECHNOLOGY NEEDS OF THE RESEARCH AND**
3 **DEVELOPMENT PROGRAM OF DEPARTMENT**
4 **OF VETERANS AFFAIRS.**

5 (a) REPORT REQUIRED.—Not later than two years
6 after the date of the enactment of this Act, the Secretary
7 of Veterans Affairs shall submit to Congress a report on
8 the capital asset and information technology needs of the
9 research and development program of the Department of
10 Veterans Affairs.

11 (b) CONTENTS.—

12 (1) IN GENERAL.—The report required by sub-
13 section (a) shall include the following:

14 (A) A comprehensive summary of new fa-
15 cilities, renovations of existing facilities, leasing
16 of facilities, and any other such facilities or
17 physical infrastructure the Department requires
18 to effectively perform its research and develop-
19 ment functions, including projected functions.

20 (B) Detailed information on the informa-
21 tion technology resources, projects, equipment,
22 and related information technology needs,
23 disaggregated by type of information technology
24 funding categories, such as development or op-
25 erations and maintenance, the Department re-
26 quires in order to make the research and devel-

1 opment program and activities of the Depart-
2 ment functional and high performing in the
3 short, medium, and long term, and those need-
4 ed to enable employees of the Department to
5 perform their research and development activi-
6 ties in an effective and efficient manner.

7 (C) Such matters as the Secretary deter-
8 mines relevant to maintain and further improve
9 and advance the research and development
10 functions of the Department through improved
11 capital asset and information technology sup-
12 port.

13 (2) REQUIREMENTS.—

14 (A) FACILITIES.—

15 (i) SUMMARIES BY PROJECT.—In pro-
16 viding information under paragraph
17 (1)(A), the Secretary shall provide esti-
18 mated summaries for each project with
19 cost data as well as a realistic multi-year
20 plan to design and deliver the capital asset
21 projects, assuming required funding is pro-
22 vided.

23 (ii) IDENTIFICATION OF PROJECTS.—
24 The Secretary shall identify each project
25 under paragraph (1)(A) by its project type,

1 such as major construction, minor con-
2 struction, nonrecurring maintenance,
3 major lease, minor lease, or such other cat-
4 egory as the Secretary determines may be
5 appropriate.

6 (B) INFORMATION TECHNOLOGY.—In pro-
7 viding information under paragraph (1)(B), the
8 Secretary shall provide estimated summaries for
9 each project or investment with individual and
10 total cost data as well as a realistic multi-year
11 plan to develop relevant requirements and ac-
12 quire and deploy the relevant information tech-
13 nology services, projects, equipment, and re-
14 lated matters.

15 (C) SCOPE.—The scope of the report sub-
16 mitted under subsection (a) is on the capital
17 asset, information technology, and other related
18 critical support functions, excluding human cap-
19 ital related needs, needed for the Department to
20 perform research and development in an effec-
21 tive and efficient manner.

22 (c) CONSIDERATIONS.—In preparing the report re-
23 quired by subsection (a), the Secretary may consider the
24 following:

1 (1) The findings of the 2012 final report of the
2 Research Infrastructure Program of the Depart-
3 ment.

4 (2) Current and updated data providing the
5 most accurate and holistic presentation of the phys-
6 ical infrastructure, information technology, and
7 other relevant support function needs of the research
8 and development program of the Department.

9 (3) Such other matters as the Secretary con-
10 siders appropriate.

11 **SEC. 326. REVIEW AND REPORT ON PROVISIONS OF LAW**
12 **RELATING TO DEPARTMENT OF VETERANS**
13 **AFFAIRS CAPITAL ASSET MANAGEMENT AND**
14 **OVERSIGHT.**

15 (a) REVIEW.—The Secretary of Veterans Affairs
16 shall review all relevant authorities of the Secretary, in-
17 cluding those in section 312A of title 38, United States
18 Code, and determine whether the provisions of such au-
19 thorities are meaningful, relevant, and reflect the current
20 operational needs, organization structure, and all other
21 necessary requirements for the full life-cycle of effective
22 and efficient management of capital assets.

23 (b) REPORT.—Not later than 270 days after the date
24 of the enactment of this Act, the Secretary shall submit
25 to Congress a report regarding whether the authorities re-

1 viewed under subsection (a) should be revised to align
2 more closely with current and future projected operational
3 needs of the Department.

4 (c) CONTENTS.—The report required by subsection
5 (b) shall include the following:

6 (1) An assessment of whether other offices, ad-
7 ministrations, or entities of the Department should
8 be directed to formally assume certain functions cur-
9 rently assigned to officials of the Department, in-
10 cluding to the Deputy Secretary, the Director of
11 Construction and Facilities Management, the Under
12 Secretary for Health, the Assistant Secretary for
13 Management, and the Chief Financial Officer, pur-
14 suant to statute or Departmental practice, so as to
15 match operational realities and needs, directives,
16 policies, and procedures of the Department, to im-
17 prove efficiencies, streamline management and lines
18 of authority, responsibility, and accountability, or
19 other reasons that would be beneficial to the capital
20 asset management of the Department.

21 (2) An assessment of whether capital asset
22 functions currently not clearly assumed or controlled
23 by other entities of the Department should be more
24 clearly assigned to relevant offices of the Depart-
25 ment to match operational realities and needs, direc-

1 tives, policies, and procedures of the Department, to
2 improve efficiencies, streamline management and
3 lines of authority and responsibility, or other reasons
4 that would be beneficial to the capital asset manage-
5 ment of the Department.

6 (3) An identification of whether any new of-
7 fices, structures, positions, or reporting lines should
8 be created or modified in the Department to improve
9 operational effectiveness, performance, and account-
10 ability for capital asset management, including the
11 views of the Department on the advisability of—

12 (A) consolidating the planning, manage-
13 ment, oversight, and procurement of all leasing
14 activities of the Department, regardless of ad-
15 ministration or sub-agency entity, to include
16 major and minor leases, within one office within
17 the Office of Construction and Facilities Man-
18 agement to consolidate and improve organiza-
19 tion, oversight, expertise, and efficiency; and

20 (B) consolidating the planning, manage-
21 ment, oversight, and procurement of all minor
22 construction activities of the Department, re-
23 gardless of administration or sub-agency entity,
24 within one office within the Office of Construc-
25 tion and Facilities Management to consolidate

1 and improve organization, oversight, expertise,
2 and efficiency.

3 (4) An assessment of whether a modified De-
4 partmental organizational structure and changes to
5 relevant statutory provisions could create a clearly
6 identified single line of accountability and responsi-
7 bility for the full life-cycle of capital asset manage-
8 ment activities of the Department so as to improve
9 effectiveness, efficiency, performance, and stability
10 of capital asset management of the Department.

11 (5) An assessment of whether the qualifications
12 requirements for the Director of Construction and
13 Facilities Management under section 312A(b)(1) of
14 title 38, United States Code, should be modified to
15 ensure the Department is able to hire from a broad
16 candidate pool of qualified applicants.

17 (6) Specific reasons for the statutory or other
18 changes that are recommended in the report or if no
19 changes are necessary, a justification for not making
20 any changes, including a statement providing the
21 single responsible executive and office in charge of
22 managing all capital asset management activities of
23 the Department as of the date of the report.

24 (7) An identification of such legislative or ad-
25 ministrative action as the Secretary determines nec-

1 essary to implement the changes necessary to im-
2 prove capital asset management of the Department.

3 **SEC. 327. IMPROVING PREVENTION, DETECTION, AND RE-**
4 **PORTING OF WASTE, FRAUD, AND ABUSE IN**
5 **DEPARTMENT OF VETERANS AFFAIRS CAP-**
6 **ITAL ASSET PROJECTS AND ACTIVITIES.**

7 (a) REPORT REQUIRED.—Not later than one year
8 after the date of the enactment of this Act, the Secretary
9 of Veterans Affairs shall submit to the appropriate com-
10 mittees of Congress a report on actions the Department
11 of Veterans Affairs is taking or plans to take to enhance
12 the ability of the Department to prevent, detect, and re-
13 port waste, fraud, and abuse occurring in capital asset
14 projects of the Department, whether by employees, con-
15 tractors, or other relevant persons or entities involved with
16 the Department.

17 (b) ELEMENTS.—The report required by subsection
18 (a) shall include the following:

19 (1) An assessment of whether new training or
20 enhancements to existing training should be under-
21 taken to improve the prevention, detection, and re-
22 porting of waste, fraud, and abuse.

23 (2) Recommendations for such legislative and
24 administrative action as the Secretary determines

1 appropriate to improve the prevention, detection,
2 and reporting of waste, fraud, and abuse.

3 (3) Such other matters as the Secretary con-
4 siderers appropriate.

5 (c) CONSULTATION.—In carrying out subsection (a),
6 the Secretary—

7 (1) shall consult with the Inspector General of
8 the Department of Veterans Affairs and the Comp-
9 troller General of the United States on matters re-
10 lating to best practices and strategies to improve de-
11 tection and prevention by the Department of waste,
12 fraud, and abuse in capital asset projects and man-
13 agement; and

14 (2) may consult with such other persons and
15 entities on such matters as the Secretary considers
16 appropriate.

17 **SEC. 328. COMPTROLLER GENERAL REPORT ON CONTIN-**
18 **UED NEED FOR NON-DEPARTMENT OF VET-**
19 **ERANS AFFAIRS PROJECT MANAGEMENT FOR**
20 **SUPER CONSTRUCTION PROJECTS.**

21 (a) IN GENERAL.—Not later than one year after the
22 date of the enactment of this Act, the Comptroller General
23 of the United States shall submit to the appropriate com-
24 mittees of Congress a report containing the following:

1 (1) The metrics or evaluation criteria by which
2 Congress should judge whether the Department of
3 Veterans Affairs has evolved in their management
4 capabilities, performance, and results so as to permit
5 the removal of the requirement under section
6 8103(e)(1) of title 38, United States Code, that the
7 Department use a non-Department Federal entity to
8 provide full project management services for all
9 super construction projects.

10 (2) A description of the cost arrangements and
11 premiums paid by the Department, as of the date of
12 the report, to use a non-Department Federal entity
13 for a super construction project as required under
14 such section and what savings may be generated
15 through the removal of that requirement.

16 (3) Such other matters as the Comptroller Gen-
17 eral considers relevant related to the management of
18 infrastructure projects of the Department.

19 (b) SUPER CONSTRUCTION PROJECT DEFINED.—In
20 this section, the term “super construction project” has the
21 meaning given that term in section 8103(e)(3) of title 38,
22 United States Code.