

115TH CONGRESS
1ST SESSION

S. 1550

To improve the authority of the Secretary of Veterans Affairs to hire and retain physicians and other employees of the Department of Veterans Affairs, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JULY 13, 2017

Mr. STRANGE (for himself, Mr. INHOFE, Mr. RUBIO, and Mr. COTTON) introduced the following bill; which was read twice and referred to the Committee on Veterans' Affairs

A BILL

To improve the authority of the Secretary of Veterans Affairs to hire and retain physicians and other employees of 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 “Department of Veterans Affairs Quality Employment Act
6 of 2017”.

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

- Sec. 1. Short title; table of contents.
- Sec. 2. Modification to annual determination of staffing shortages in Veterans Health Administration.
- Sec. 3. Establishment of Department of Veterans Affairs Executive Management Fellowship Program.
- Sec. 4. Accountability of leaders for managing the Department of Veterans Affairs.
- Sec. 5. Reemployment of former employees at Department of Veterans Affairs.
- Sec. 6. Recruiting database at Department of Veterans Affairs.
- Sec. 7. Training for human resources professionals of Veterans Health Administration on recruitment and retention.
- Sec. 8. Promotional opportunities for technical experts at Department of Veterans Affairs.
- Sec. 9. Comptroller General of the United States assessment of succession planning at Department of Veterans Affairs.
- Sec. 10. Employment of students and recent graduates by Department of Veterans Affairs.
- Sec. 11. Exit surveys at Department of Veterans Affairs.
- Sec. 12. Encouragement of transition of military medical professionals into employment with Veterans Health Administration.
- Sec. 13. Plan to hire directors of medical centers of Department of Veterans Affairs.
- Sec. 14. Recruitment of physicians in Department of Veterans Affairs.

1 SEC. 2. MODIFICATION TO ANNUAL DETERMINATION OF
2 STAFFING SHORTAGES IN VETERANS HEALTH
3 ADMINISTRATION.

4 Section 7412(a) of title 38, United States Code, is
 5 amended—

6 (1) by striking “the five occupations” and in-
 7 serting “at a minimum, the five clinical occupations
 8 and the five nonclinical occupations”; and

9 (2) by striking “throughout the Department”
 10 and inserting “with respect to each medical center of
 11 the Department,”.

(a) FELLOWSHIP PROGRAM.—Chapter 7 of title 38, United States Code, is amended by adding at the end the following new subchapter:

7 “SUBCHAPTER III—EXECUTIVE MANAGEMENT
8 FELLOWSHIP PROGRAM

9 “§ 741. Executive Management Fellowship Program

10 “(a) FELLOWSHIP PROGRAM.—There is in the De-
11 partment an Executive Management Fellowship Program.
12 The purpose of the program shall be to provide—

“(1) eligible employees of the Veterans Benefits Administration and the Veterans Health Administration with training and experience in the private sector; and

17 “(2) eligible employees of a private-sector entity
18 with training and experience in the Department of
19 Veterans Affairs.

20 “(b) FELLOWSHIP.—(1) A fellowship provided under
21 this section is a 1-year fellowship during which—

“(A) with respect to a Department participant,
the participant receives training and experience at a
private-sector entity that is engaged in the adminis-
tration and delivery of health care or other services

1 similar to the benefits administered by the Sec-
2 retary; and

3 “(B) with respect to a private-sector partici-
4 pant, the participant receives training and experi-
5 ence at the Veterans Benefits Administration or the
6 Veterans Health Administration.

7 “(2) The Secretary shall enter into such agreements
8 with private-sector entities as are necessary to carry out
9 this section.

10 “(c) SELECTION OF RECIPIENTS.—(1) In August of
11 each year, the Secretary shall select—

12 “(A) not fewer than 18 and not more than 30
13 eligible employees of the Veterans Benefits Adminis-
14 tration and the Veterans Health Administration to
15 receive a fellowship under this section; and

16 “(B) not fewer than 18 and not more than 30
17 eligible employees of private-sector entities to receive
18 a fellowship under this section.

19 “(2) To the extent practicable, the Secretary shall se-
20 lect eligible employees under subparagraphs (A) and (B)
21 of paragraph (1) from among eligible employees who are
22 veterans in a manner that is reflective of the demographics
23 of the veteran population of the United States and that
24 whenever practicable provides a preference to such em-
25 ployees who represent or service rural areas.

1 “(d) ELIGIBLE EMPLOYEES.—For the purposes of
2 this section, an eligible employee is—

3 “(1) with respect to an employee of the Vet-
4 erans Benefits Administration or the Veterans
5 Health Administration, an employee who—

6 “(A) is compensated at a rate of basic pay
7 not less than the minimum rate of basic pay
8 payable for grade GS–14 of the General Sched-
9 ule and not more than either the minimum rate
10 of basic pay payable to a member of the Senior
11 Executive Service under section 5382 of title 5
12 or the minimum rate of basic pay payable pur-
13 suant to chapter 74 of this title, as the case
14 may be;

15 “(B) enters into an agreement with the
16 Secretary under subsection (e); and

17 “(C) submits to the Secretary an applica-
18 tion containing such information and assur-
19 ances as the Secretary may require; and

20 “(2) with respect to an employee of a private-
21 sector entity, an employee who—

22 “(A) is employed in a position whose du-
23 ties and responsibilities are commensurate with
24 an employee of the Department described in
25 paragraph (1);

1 “(B) enters into an agreement with the
2 Secretary under subsection (e); and

3 “(C) submits to the Secretary an applica-
4 tion containing such information and assur-
5 ances as the Secretary may require.

6 “(e) AGREEMENTS.—(1) An agreement between the
7 Secretary and a Department participant shall be in writ-
8 ing, shall be signed by the participant, and shall include
9 the following provisions:

10 “(A) The Secretary’s agreement to provide the
11 participant with a fellowship under this section.

12 “(B) The participant’s agreement—

13 “(i) to accept the fellowship;

14 “(ii) after completion of the fellowship, to
15 serve as a full-time employee in the Veterans
16 Benefits Administration or the Veterans Health
17 Administration for at least 2 years as specified
18 in the agreement; and

19 “(iii) that, during the 2-year period begin-
20 ning on the last day of the fellowship, the par-
21 ticipant will not accept employment in the same
22 industry as the industry of the private-sector
23 entity at which the participant accepts the fel-
24 lowship.

1 “(C) A provision that any financial obligation of
2 the United States arising out of an agreement en-
3 tered into under this subchapter, and any obligation
4 of the participant which is conditioned on such
5 agreement, is contingent upon funds being appro-
6 priated.

7 “(D) A statement of the damages to which the
8 United States is entitled under this subchapter for
9 the participant’s breach of the agreement.

10 “(E) Such other terms as the Secretary deter-
11 mines are required to be included in the agreement.

12 “(2) An agreement between the Secretary and a pri-
13 vate-sector participant shall be in writing, shall be signed
14 by the participant, and shall include the following provi-
15 sions:

16 “(A) The Secretary’s agreement to provide the
17 participant with a fellowship under this section.

18 “(B) The participant’s agreement to accept the
19 fellowship.

20 “(C) Such other terms as the Secretary deter-
21 mines are required to be included in the agreement.

22 “(f) TREATMENT OF RECIPIENTS.—(1) A Depart-
23 ment participant shall be considered an employee of the
24 Department for all purposes, including for purposes of re-
25 ceiving a salary and benefits, and shall remain eligible for

1 all promotion and incentive programs otherwise available
2 to such an employee.

3 “(2) A private-sector participant shall be considered
4 an employee of the private-sector entity that employs the
5 participant for all purposes, including for purposes of re-
6 ceiving a salary and benefits, and during the fellowship
7 shall be treated as a contractor of the Department.

8 “(g) REPORTS.—(1) Not later than 60 days after
9 completing a fellowship under this section, a recipient of
10 the fellowship shall submit to the Secretary a report on
11 the fellowship.

12 “(2) Each such report shall describe the duties of the
13 recipient during the fellowship and any recommendations
14 of the recipient for the application by the Secretary of in-
15 dustry processes, technologies, and best practices.

16 “(3) Not later than 7 days after receiving each such
17 report, the Secretary shall submit to the Committees on
18 Veterans’ Affairs of the Senate and House of Representa-
19 tives such report without change.

20 “(h) DEFINITIONS.—In this section:

21 “(1) The term ‘Department participant’ means
22 an employee of the Veterans Benefits Administration
23 or the Veterans Health Administration who is par-
24 ticipating in the fellowship under this section.

1 “(2) The term ‘private-sector entity’ includes
2 an entity operating under a public-private partner-
3 ship.

4 “(3) The term ‘private-sector participant’
5 means an employee of a private-sector entity who is
6 participating in the fellowship under this section.”.

7 (b) DEADLINE FOR IMPLEMENTATION.—Not later
8 than 1 year after the date of the enactment of this Act,
9 the Secretary of Veterans Affairs shall implement the Ex-
10 ecutive Management Fellowship Program required under
11 section 741 of title 38, United States Code, as added by
12 subsection (a).

13 (c) CLERICAL AMENDMENT.—The table of sections
14 at the beginning of chapter 7 of title 38, United States
15 Code, is amended by adding at the end the following new
16 items:

“SUBCHAPTER III—EXECUTIVE MANAGEMENT FELLOWSHIP PROGRAM

“741. Executive Management Fellowship Program.”.

17 **SEC. 4. ACCOUNTABILITY OF LEADERS FOR MANAGING**
18 **THE DEPARTMENT OF VETERANS AFFAIRS.**

19 (a) IN GENERAL.—Subchapter I of chapter 7 of title
20 38, United States Code, is amended by inserting after sec-
21 tion 717 the following new section:

1 **“§ 719. Annual performance plan for political ap-**
2 **pointees**

3 “(a) IN GENERAL.—The Secretary shall conduct an
4 annual performance plan for each political appointee of
5 the Department that is similar to the annual performance
6 plan conducted for an employee of the Department who
7 is appointed as a career appointee (as that term is defined
8 in section 3132(a) of title 5) within the Senior Executive
9 Service at the Department.

10 “(b) ELEMENTS OF PLAN.—Each annual perform-
11 ance plan conducted under subsection (a) with respect to
12 a political appointee of the Department shall include an
13 assessment of whether the appointee is meeting the fol-
14 lowing goals:

15 “(1) Recruiting, selecting, and retaining well-
16 qualified individuals for employment at the Depart-
17 ment.

18 “(2) Engaging and motivating employees.

19 “(3) Training and developing employees and
20 preparing those employees for future leadership roles
21 within the Department.

22 “(4) Holding each employee of the Department
23 that is a manager accountable for addressing issues
24 relating to performance, in particular issues relating
25 to the performance of employees that report to the
26 manager.

1 “(c) DEFINITION OF POLITICAL APPOINTEE.—In
 2 this section, the term ‘political appointee’ means an em-
 3 ployee of the Department who holds—

4 “(1) a position which has been excepted from
 5 the competitive service by reason of its confidential,
 6 policy-determining, policy-making, or policy-advo-
 7 cating character; or

8 “(2) a position in the Senior Executive Service
 9 as a noncareer appointee (as such term is defined in
 10 section 3132(a) of title 5).”.

11 (b) CLERICAL AMENDMENT.—The table of sections
 12 at the beginning of chapter 7 of such title is amended by
 13 inserting after the item relating to section 717 the fol-
 14 lowing new item:

“719. Annual performance plan for political appointees.”.

15 **SEC. 5. REEMPLOYMENT OF FORMER EMPLOYEES AT DE-**
 16 **PARTMENT OF VETERANS AFFAIRS.**

17 (a) IN GENERAL.—Notwithstanding sections 3309
 18 through 3318 of title 5, United States Code, the Secretary
 19 of Veterans Affairs may noncompetitively appoint a quali-
 20 fied former career or career conditional employee to any
 21 position within the competitive service at the Department
 22 of Veterans Affairs that is one grade or equivalent higher
 23 than the grade or equivalent of the position at the Depart-
 24 ment most recently occupied by the employee.

1 (b) LIMITATION.—The Secretary may not appoint a
 2 qualified former employee to a position that is more than
 3 one grade (or equivalent) higher than the position at the
 4 Department most recently occupied by the employee.

5 (c) DEFINITION OF QUALIFIED FORMER EM-
 6 PLOYEE.—For purposes of this section, the term “quali-
 7 fied former employee” means any individual who—

8 (1) formerly occupied any career or career con-
 9 ditional position at the Department of Veterans Af-
 10 fairs within 2 years before applying for reemploy-
 11 ment at the Department;

12 (2) voluntarily left such position, or was subject
 13 to a reduction in force, and had a satisfactory per-
 14 formance record while occupying such position; and

15 (3) since leaving such position has maintained
 16 licensing requirements, related to the position, if
 17 any, and gained skill, knowledge, or other factors re-
 18 lated to the position.

19 **SEC. 6. RECRUITING DATABASE AT DEPARTMENT OF VET-**
 20 **ERANS AFFAIRS.**

21 (a) ESTABLISHMENT.—The Secretary of Veterans
 22 Affairs shall establish a single database that lists—

23 (1) each vacant position in the Department of
 24 Veterans Affairs that the Secretary determines is

1 critical to the mission of the Department, difficult to
2 fill, or both; and

3 (2) each vacant position in the Department of
4 Veterans Affairs for a mental health professional.

5 (b) QUALIFIED APPLICANT.—If the Secretary deter-
6 mines that an applicant for a vacant position listed in the
7 database established under subsection (a) is qualified for
8 such position but does not select the applicant for such
9 position, the Secretary, at the election of the applicant,
10 may consider the applicant for other similar vacant posi-
11 tions listed in the database for which the applicant is
12 qualified.

13 (c) PROLONGED VACANCIES.—If the Secretary does
14 not fill a vacant position listed in the database established
15 under subsection (a) after a period determined appro-
16 priate by the Secretary, the Secretary—

17 (1) may ensure that applicants described in
18 subsection (b) are considered for such position; and

19 (2) may use the database established under
20 subsection (a) to assist in filling such position.

21 (d) REPORT.—Not later than one year after the date
22 of the enactment of this Act, the Secretary shall submit
23 to Congress a report on the use and efficacy of the data-
24 base established under subsection (a).

1 **SEC. 7. TRAINING FOR HUMAN RESOURCES PROFES-**
2 **SIONALS OF VETERANS HEALTH ADMINIS-**
3 **TRATION ON RECRUITMENT AND RETENTION.**

4 (a) IN GENERAL.—The Secretary of Veterans Affairs
5 shall provide to human resources professionals of the Vet-
6 erans Health Administration training on how to best re-
7 cruit and retain employees of the Veterans Health Admin-
8 istration, including with respect to any recruitment and
9 retention matters that are unique to the Veterans Health
10 Administration pursuant to chapter 74 of title 38, United
11 States Code, or other provisions of law.

12 (b) VIRTUAL TRAINING.—Training provided under
13 this section shall be provided virtually.

14 (c) AMOUNT OF TRAINING.—The Secretary shall en-
15 sure that each human resources professional of the Vet-
16 erans Health Administration receives the training de-
17 scribed in subsection (a)—

18 (1) as soon as practicable after being hired by
19 the Secretary as a human resources professional;
20 and

21 (2) annually thereafter.

22 (d) CERTIFICATION.—The Secretary shall require
23 that each human resources professional of the Veterans
24 Health Administration, upon the completion of the train-
25 ing described in subsection (a), certifies that the profes-

1 sional received the training and understands the informa-
 2 tion provided by the training.

3 (e) ANNUAL REPORT.—Not less frequently than an-
 4 nually, the Secretary shall submit to the Committee on
 5 Veterans' Affairs of the Senate and the Committee on Vet-
 6 erans' Affairs of the House of Representatives a report
 7 on the training described in subsection (a), including the
 8 cost of providing such training and the number of human
 9 resources professionals who received such training during
 10 the year covered by the report.

11 **SEC. 8. PROMOTIONAL OPPORTUNITIES FOR TECHNICAL**
 12 **EXPERTS AT DEPARTMENT OF VETERANS AF-**
 13 **FAIRS.**

14 Not later than 1 year after the date of the enactment
 15 of this Act, the Secretary of Veterans Affairs shall estab-
 16 lish a promotional track system for employees of the De-
 17 partment of Veterans Affairs that the Secretary deter-
 18 mines are technical experts pursuant to regulations pre-
 19 scribed by the Secretary for purposes of carrying out this
 20 section. Such system shall—

- 21 (1) provide any such employee the opportunity
- 22 to advance within the Department without being re-
- 23 quired to transition to a management position; and
- 24 (2) for purposes of achieving career advance-
- 25 ment—

1 (A) provide for the establishment of new
2 positions within the Department; and

3 (B) notwithstanding any other provision of
4 law, provide for increases in pay for any such
5 employee.

6 **SEC. 9. COMPTROLLER GENERAL OF THE UNITED STATES**

7 **ASSESSMENT OF SUCCESSION PLANNING AT**

8 **DEPARTMENT OF VETERANS AFFAIRS.**

9 (a) ASSESSMENT.—

10 (1) IN GENERAL.—The Comptroller General of
11 the United States shall assess the extent to which
12 key succession planning policies and guidance at the
13 Department of Veterans Affairs, including the Vet-
14 erans Health Administration, the Veterans Benefits
15 Administration, and the National Cemetery Adminis-
16 tration, are consistent with leading practices for suc-
17 cession and workforce planning identified by Comp-
18 troller General.

19 (2) ADDITIONAL MATTERS.—In carrying out
20 the assessment required by paragraph (1), the
21 Comptroller General may assess such other matters
22 as the Comptroller General considers appropriate.

23 (b) REPORT.—Not later than 2 years after the date
24 of the enactment of this Act, the Comptroller General 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 assessment carried out
 3 under subsection (a).

4 (c) SENSE OF CONGRESS ON STUDY ON COMPLIANCE
 5 WITH POLICIES AND GUIDANCE.—It is the sense of Con-
 6 gress that—

7 (1) the Comptroller General should conduct a
 8 study to examine the extent to which a sampling of
 9 installations of the Department of Veterans Affairs
 10 are complying with policies and guidance of the De-
 11 partment, as well as applicable leading practices;
 12 and

13 (2) the scope and timeframe of a study con-
 14 ducted as described in paragraph (1) may be de-
 15 pendent upon the findings of the Comptroller Gen-
 16 eral with respect to the assessment carried out
 17 under subsection (a).

18 **SEC. 10. EMPLOYMENT OF STUDENTS AND RECENT GRAD-**
 19 **UATES BY DEPARTMENT OF VETERANS AF-**
 20 **FAIRS.**

21 (a) IN GENERAL.—The Secretary of Veterans Affairs
 22 shall prescribe regulations to allow for excepted service ap-
 23 pointments of students and recent graduates leading to
 24 conversion to career or career conditional employment of

1 a student or recent graduate of a qualifying educational
2 institution, as defined by the Department.

3 (b) APPLICABILITY.—The conversion authority de-
4 scribed in subsection (a) shall be applicable to individuals
5 in good standing who—

6 (1) are employed in a qualifying internship or
7 fellowship program at the Department;

8 (2) are employed in the Department in a volun-
9 teer capacity and performing substantive duties com-
10 parable to those of individuals in internship or fel-
11 lowship programs and meet the required number of
12 hours for conversion;

13 (3) are employed in the Department under a
14 contract or agreement with an external nonprofit or-
15 ganization and performing substantive duties com-
16 parable to those of individuals in internship or fel-
17 lowship programs;

18 (4) have received educational assistance under
19 chapter 33 of title 38, United States Code; or

20 (5) graduated from a qualifying educational in-
21 stitution, as defined by the Department, and have
22 not reached 30 years of age.

23 (c) UNIFORMITY.—For the purposes of paragraphs
24 (2) and (3) of subsection (b), hours of work performed
25 by an individual employed shall be considered equal to

1 those performed by an individual employed in a qualifying
2 internship or fellowship program by the Department.

3 **SEC. 11. EXIT SURVEYS AT DEPARTMENT OF VETERANS AF-**
4 **FAIRS.**

5 (a) EXIT SURVEYS REQUIRED.—

6 (1) IN GENERAL.—The Secretary of Veterans
7 Affairs shall develop and carry out a standardized
8 exit survey to be voluntarily completed by career and
9 noncareer employees and executives of the Depart-
10 ment of Veterans Affairs who voluntarily separate
11 from the Department.

12 (2) CONSULTATION.—Such exit survey shall be
13 developed in consultation with an appropriate non-
14 Department entity with experience developing such
15 surveys.

16 (b) SURVEY CONTENT.—The survey shall include, at
17 a minimum, the following:

18 (1) Reasons for leaving the Department.

19 (2) Efforts made by the supervisor of the em-
20 ployee to retain the individual.

21 (3) The extent of job satisfaction and engage-
22 ment during the employment.

23 (4) The intent of employee to either remain em-
24 ployed within the Federal Government or to leave
25 employment with the Federal Government.

1 (5) Such other matters as the Secretary deter-
2 mines appropriate.

3 (c) ANONYMITY OF SURVEY CONTENT.—The Sec-
4 retary shall ensure that data collected under subsection
5 (a)—

6 (1) is anonymized, including through the use of
7 a location that allows for privacy;

8 (2) is not directly visible by another employee;
9 and

10 (3) does not require the departing employee to
11 input any personally identifiable data.

12 (d) SHARING OF SURVEY DATA.—The Secretary
13 shall ensure that the results of the survey required by sub-
14 section (a) are—

15 (1) aggregated at the Veterans Integrated Serv-
16 ice Network level; and

17 (2) shared on an annual basis with directors
18 and managers of facilities of the Department and
19 the Veterans Integrated Service Networks.

20 (e) ANNUAL REPORT.—

21 (1) IN GENERAL.—Not later than one year
22 after the date of the enactment of this Act and not
23 less frequently than once each year thereafter, the
24 Secretary shall submit to the Committee on Vet-
25 erans' Affairs of the Senate and the Committee on

1 Veterans' Affairs of the House of Representatives a
2 report containing the aggregate results of the exit
3 survey under subsection (a) covering the year prior
4 to the report.

5 (2) CONTENTS.—Each report submitted under
6 paragraph (1) shall include, for the period covered
7 by the report, the following:

8 (A) An analysis of the most common rea-
9 sons employees choose to leave the Department.

10 (B) The steps the Secretary is taking to
11 improve retention, particularly for mission-crit-
12 ical occupations.

13 (C) The demographic characteristics of
14 employees choosing to leave the Department.

15 (D) Any legislative barriers to improving
16 employee retention.

17 (E) The total number of employees who
18 voluntarily separated from the Department and
19 the number and percentage of whom took the
20 exit survey under subsection (a).

1 **SEC. 12. ENCOURAGEMENT OF TRANSITION OF MILITARY**
2 **MEDICAL PROFESSIONALS INTO EMPLOY-**
3 **MENT WITH VETERANS HEALTH ADMINISTRA-**
4 **TION.**

5 The Secretary of Veterans Affairs shall establish a
6 program to encourage an individual who serves in the
7 Armed Forces with a military occupational specialty relat-
8 ing to the provision of health care to seek employment
9 with the Veterans Health Administration when the indi-
10 vidual has been discharged or released from service in the
11 Armed Forces or is contemplating separating from such
12 service.

13 **SEC. 13. PLAN TO HIRE DIRECTORS OF MEDICAL CENTERS**
14 **OF DEPARTMENT OF VETERANS AFFAIRS.**

15 (a) PLAN.—Not later than 120 days after the date
16 of the enactment of this Act, the Secretary of Veterans
17 Affairs shall develop and implement a plan to hire highly
18 qualified directors for each medical center of the Depart-
19 ment of Veterans Affairs that lacks a permanent director
20 as of the date of the plan.

21 (b) PRIORITY.—The Secretary shall prioritize under
22 the plan developed under subsection (a) the hiring of di-
23 rectors for medical centers that have not had a permanent
24 director for the longest periods.

25 (c) MATTERS INCLUDED.—The plan developed under
26 subsection (a) shall include the following:

1 (1) A deadline to hire directors of medical cen-
2 ters of the Department as described in such sub-
3 section.

4 (2) Identification of the possible impediments to
5 such hiring.

6 (3) Identification of opportunities to promote
7 and train candidates from within the Department to
8 senior executive positions in the Department, includ-
9 ing as directors of medical centers.

10 (d) SUBMITTAL OF PLAN.—Not later than 120 days
11 after the date of the enactment of this Act, the Secretary
12 shall submit to the Committee on Veterans' Affairs of the
13 Senate and the Committee on Veterans' Affairs of the
14 House of Representatives the plan developed under sub-
15 section (a).

16 (e) SEMIANNUAL REPORTS.—Not later than 180
17 days after the date of the enactment of this Act, and not
18 later than the end of each 180-day period thereafter until
19 January 1, 2018, the Secretary shall submit to the Com-
20 mittee on Veterans' Affairs of the Senate and the Com-
21 mittee on Veterans' Affairs of the House of Representa-
22 tives a report containing a list of each medical center of
23 the Department that lacks a permanent director as of the
24 date of the report.

1 **SEC. 14. RECRUITMENT OF PHYSICIANS IN DEPARTMENT**
2 **OF VETERANS AFFAIRS.**

3 (a) IN GENERAL.—Section 7402(b)(1) of title 38,
4 United States Code, is amended—

5 (1) in the matter preceding subparagraph (A),
6 by inserting “or to be offered a contingent appoint-
7 ment to such a position,” after “position,”; and

8 (2) by striking subparagraph (B) and inserting
9 the following new subparagraph (B):

10 “(B)(i) have completed a residency program
11 satisfactory to the Secretary, or

12 “(ii) with respect to an offer for a contingent
13 appointment upon the completion of a post-graduate
14 training program, complete such a residency pro-
15 gram by not later than two years after the date of
16 such offer, and”.

17 (b) OVERSIGHT OF GRADUATE MEDICAL EDUCATION
18 PROGRAMS.—The Secretary of Veterans Affairs shall—

19 (1) ensure that a recruiter or other similar offi-
20 cial of each Veterans Integrated Service Network
21 visits, not less frequently than annually, each
22 allopathic and osteopathic teaching institution with a
23 graduate medical education program within the Net-
24 work to recruit individuals to be appointed to posi-
25 tions in the Veterans Health Administration; and

1 (2) not less frequently than annually, submit to
2 Congress a report on the implementation of para-
3 graph (1), including the success of recruitment ef-
4 forts under such paragraph.

○