

119TH CONGRESS  
1ST SESSION

# S. 3466

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

---

## IN THE SENATE OF THE UNITED STATES

DECEMBER 11, 2025

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 Veterans' Affairs

---

## 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

### 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.

- 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 each  
19 appointment at the Department and a non-Depart-  
20 ment facility for the receipt of primary care, spe-  
21 cialty care (which shall include a disaggregated aver-  
22 age 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;

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

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

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

(B) are in the system for award management exclusions of the General Services Administration; or

(C) have been terminated from employment with the Department of Veterans Affairs due to quality of care concerns or left such employment voluntarily, through resignation, or through retirement, while under investigation for quality of care concerns.

(e) DEFINITIONS.—In this section:

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

(2) COMMUNITY CARE PROVIDER.—The term “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 Act of 2025, covered training  
10          under paragraph (1)(A) must be completed by not  
11          later than one year after such date of enactment.

12          “(d) LACK OF COMPLIANCE.—

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

21           “(2) REMOVAL.—A non-Department health  
22          care provider that has not completed covered train-  
23          ing as of the date that is 180 days after the due  
24          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 Act of 2025, and not less fre-  
 21          quently than annually thereafter, each Third Party Ad-  
 22          ministrators shall publish on a publicly available and user-  
 23          friendly website an overview of waivers requested by the  
 24          Third Party Administrator under subparagraph (A) and  
 25          approved by the Department, which shall include an indi-

1 cation of any services and geographic locations with active  
 2 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           (3) USE OF DESIGNATION.—When scheduling  
 4       an episode of care for a veteran with a health care  
 5       provider, an employee of the Department shall con-  
 6       sult a list under paragraph (1) or the Provider Pro-  
 7       file Management System, or any successor system,  
 8       to determine if the health care provider is designated  
 9       as a high-performing provider under paragraph  
 10      (1)(B) and share such information with the veteran.

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

18      **SEC. 119. FULL PRACTICE AUTHORITY FOR CERTAIN POSI-**  
 19                                      **TIONS WITHIN DEPARTMENT OF VETERANS**  
 20                                      **AFFAIRS.**

21      (a) FULL PRACTICE AUTHORITY.—The Secretary of  
 22      Veterans Affairs shall prescribe regulations to provide full  
 23      practice authority to physician assistants and such other  
 24      licensed health care professionals of the Department of  
 25      Veterans Affairs as the Secretary considers appropriate

1 consistent with the education, training, and certification  
 2 of such physician assistant or health care professional.

3 (b) LIMITATIONS.—Regulations prescribed under  
 4 subsection (a) may be subject to—

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

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

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

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

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

19 (a) TREATMENT AS TITLE 38 EMPLOYEES.—Section  
 20 7401 of title 38, United States Code, is amended—

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

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

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

5 **Subtitle C—Reports and Related**  
 6 **Matters**

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

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

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

1 House of Representatives a report on the process estab-  
 2 lished under subsection (a).

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

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

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

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

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

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

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

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

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

19          (d) 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) NON-SERVICE-CONNECTED; SERVICE-CON-  
 25               NECTED.—The terms “non-service-connected” and

1 “service-connected” have the meanings given those  
2 terms in section 101 of title 38, United States Code.

3 **SEC. 123. STUDY ON RECOVERY OF REVENUE FROM PRI-**  
4 **VATE HEALTH INSURERS.**

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

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

11 (1) consider aligning and prioritizing the proc-  
12 essing of potentially recoverable claims to filing  
13 deadlines for private health insurers;

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

20 (3) determine if staffing resources and work-  
21 load are sufficiently aligned to process the antici-  
22 pated volume of claims billed to private health insur-  
23 ers of veterans and outline changes to such re-  
24 sources and workload that might be needed.

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

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

8 (a) COMPREHENSIVE REVIEW OF AUTHORITIES RE-  
 9 LATING TO EMERGENCY CARE.—

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

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

24 (3) INPUT.—The review required under para-  
 25 graph (1) shall consider input from key stakeholders

1 of the Department, including veterans service orga-  
2 nizations.

3 (b) ANALYSIS OF INPATIENT EMERGENCY CARE  
4 SPENDING UNDER VETERANS COMMUNITY CARE PRO-  
5 GRAM.—

6 (1) IN GENERAL.—The Secretary of Veterans  
7 Affairs shall conduct a detailed analysis to review in-  
8 patient emergency care spending under the Veterans  
9 Community Care Program, which shall include an  
10 assessment of—

11 (A) how the Department of Veterans Af-  
12 fairs could repatriate veterans admitted to hos-  
13 pitals under the Veterans Community Care Pro-  
14 gram when it is medically appropriate;

15 (B) how the Department could require  
16 third party administrators to inform the De-  
17 partment when patients require inpatient ad-  
18 mission or high-dollar procedures; and

19 (C) how the Department could conduct in-  
20 tensive case management for individuals with a  
21 high likelihood of emergency department visits  
22 or inpatient admissions to help reduce costs, in-  
23 cluding by using similar practices already used  
24 by private health care plans.



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

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

14      (c) REPORT ON EXPANSION OF TELE-EMERGENCY  
15      CARE.—

16           (1) IN GENERAL.—Not later than 180 days  
17      after the date of the enactment of this Act, the Sec-  
18      retary of Veterans Affairs shall submit to the Com-  
19      mittee on Veterans’ Affairs of the Senate and the  
20      Committee on Veterans’ Affairs of the House of  
21      Representatives a report on the feasibility and advis-  
22      ability of expanding tele-emergency care in a con-  
23      sistent and standardized manner throughout the De-  
24      partment of Veterans Affairs.

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

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

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

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

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

(E) an assessment of impacts on quality of care and coordination of care for veterans resulting from such an expansion.

**SEC. 125. REVIEW OF DIALYSIS CARE FURNISHED BY DEPARTMENT OF VETERANS AFFAIRS.**

(a) REVIEW BY THE OFFICE OF INSPECTOR GENERAL.—

(1) IN GENERAL.—Not later than 18 months after the date of the enactment of this Act, the Inspector General of the Department of Veterans Affairs shall conduct an investigation and publish a report on the quality and availability of dialysis care provided at facilities of the Department or author-

1        ized by the Department to be provided through non-  
2        Department providers.

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

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

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

13            (i) the capacity and utilization of such  
14       facilities;

15            (ii) the staffing and vacancy levels for  
16       providing such care; and

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

21            (B) non-Department facilities and pro-  
22       viders that are authorized to and have provided  
23       dialysis care to veterans via an agreement with  
24       the Department, including an assessment of—

- 1 (i) conformance with required stand-  
2 ards of care prescribed by the Department;  
3 (ii) patient safety;  
4 (iii) compliance in general with the  
5 law;  
6 (iv) staffing levels;  
7 (v) changes in access to and utiliza-  
8 tion of care by veterans related to staffing  
9 levels and patient capacity of such facility;  
10 (vi) billing practices for care author-  
11 ized by the Department; and  
12 (vii) such other topics as the Inspector  
13 General determines appropriate.
- 14 (4) RECOMMENDATIONS.—Not later than 120  
15 days after the publication of the report under para-  
16 graph (1), and not less frequently than quarterly  
17 thereafter until all recommendations contained in  
18 such report are closed by the Inspector General of  
19 the Department, the Secretary of Veterans Affairs  
20 shall submit to the Committee on Veterans' Affairs  
21 of the Senate and the Committee on Veterans' Af-  
22 fairs of the House of Representatives a report on the  
23 implementation of such recommendations.
- 24 (b) CONTRACT ENFORCEMENT.—

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

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

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

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

22          (3) FINANCIAL PENALTIES.—After receipt of  
23       the report under paragraph (2)(B), the Secretary  
24       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 the process established under sub-  
3           paragraph (A) of paragraph (1), if the time for a  
4           step in the approval process exceeds five business  
5           days beyond the allotted time set forth under sub-  
6           paragraph (C) of such paragraph, it shall be auto-  
7           matically 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  
15          may conduct laboratory testing, background clearances,  
16          and other candidate approval and vetting procedures  
17          through 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-



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

“(2) SERVICE COMMENCEMENT DATE.—

“(A) IN GENERAL.—Except as provided in subparagraph (F) or (G), not later than 60 days before the service commencement date of a participant under this section, the Secretary shall notify the participant of that service commencement date. That date is the beginning of the period of obligated service of the participant.

“(B) DOCTORS AND SIMILAR HEALTH CARE PROFESSIONALS.—In the case of a participant receiving a degree from a school of medicine, osteopathy, dentistry, optometry, or podiatry, the service commencement date of the participant is the date the participant becomes licensed 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

participant, the United States shall be entitled to recover from the participant an amount equal to—

“(A) the total amount paid under this section to the participant; multiplied by

“(B) a fraction—

“(i) the numerator of which is—

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

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

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

“(3) LIMITATION ON LIABILITY FOR REDUCTION IN FORCE.—Liability shall not arise under paragraph (1) or (2) in the case of a individual covered by either such paragraph if the individual does not obtain, or fails to maintain, employment as an employee of the Department due to staffing changes approved by the Secretary.

“(e) PAYMENT OF AMOUNTS AND LIMITATIONS.—

“(1) TOTAL AMOUNT FOR A SCHOOL YEAR.—

The total amount of a scholarship payable to a participant 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 Act of 2025.”.

23 (b) CLERICAL AMENDMENT.—The table of sections  
 24 at the beginning of such chapter is amended by adding  
 25 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.”.

1 (c) CONFORMING AMENDMENTS.—

2 (1) ESTABLISHMENT OF PROGRAM.—Section  
 3 7601(a) of such title is amended—

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

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

7 (C) by adding at the end the following new  
 8 paragraph:

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

12 (2) ELIGIBILITY.—Section 7602 of such title is  
 13 amended—

14 (A) in subsection (a)(1)—

15 (i) by striking “or IX” and inserting  
 16 “IX, or X”;

17 (ii) by striking “or for which a schol-  
 18 arship” and inserting “for which a scholar-  
 19 ship”; and

20 (iii) by inserting “or for which a  
 21 scholarship or lump sum education debt re-  
 22 duction may be provided under subchapter

1 X of this chapter,” before “as the case  
2 may be”; and

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

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

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

11 (5) ANNUAL REPORT.—Section 7632 of such  
12 title is amended—

13 (A) in paragraph (1), by striking “and the  
14 Readjustment Counseling Service Scholarship  
15 Program” and inserting “the Readjustment  
16 Counseling Service Scholarship Program, and  
17 the Start and Stay at VA Program”; and

18 (B) in paragraph (4), by striking “and per  
19 participant in the Readjustment Counseling  
20 Service Scholarship Program” and inserting  
21 “per participant in the Readjustment Coun-  
22 seling Service Scholarship Program, and per  
23 participant in the Start and Stay at VA Pro-  
24 gram”.

1 **SEC. 222. BUILDING AND MAINTENANCE PROFESSIONALS**  
 2 **EDUCATIONAL ASSISTANCE PROGRAM.**

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

7 “SUBCHAPTER XI—BUILD AND MAINTAIN DE-  
 8 PARTMENT OF VETERANS AFFAIRS PRO-  
 9 GRAM

10 **“§ 7699D. Requirement for program**

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

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

19 **“§ 7699D–1. Education and employment assistance**

20 “(a) COVERED COSTS.—A scholarship provided to an  
 21 individual under the Program shall consist of payment of  
 22 reasonable education expenses of the individual for a  
 23 course of education or training described in subsection (b),  
 24 including tuition, fees, books, and laboratory expenses.

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

1 has been accepted for enrollment or is enrolled as a stu-  
 2 dent in a course of education or training related to quali-  
 3 fications required by the Department in order to be eligi-  
 4 ble for employment as—

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

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

9           “(3) a general, biomedical, or industrial engi-  
 10          neer; or

11          “(4) other such positions related to infrastruc-  
 12          ture, maintenance, or facilities management deemed  
 13          essential by the Secretary for the operation of De-  
 14          partment facilities.

15          “(c) PERIOD OF OBLIGATED SERVICE.—

16               “(1) AGREEMENT.—An agreement between the  
 17          Secretary and a participant under the Program who  
 18          seeks a scholarship under this section, in addition to  
 19          the requirements set forth in section 7604 of this  
 20          title, shall include the following:

21                   “(A) The agreement of the Secretary to  
 22                  provide the participant with a scholarship under  
 23                  the Program for a specified number of school  
 24                  years during which the participant pursues a



1 course of education or training described in  
2 subsection (b).

3 “(B) Subject to subparagraph (A), the  
4 agreement of the participant to serve as a full-  
5 time employee in the Department in a position  
6 described in subsection (b) for a specified pe-  
7 riod of time (in this section referred to as the  
8 ‘period of obligated service’ of the participant).

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) SERVICE COMMENCEMENT DATE.—  
19 The service commencement date of the partici-  
20 pant is the later of—

21 “(i) the course completion date of the  
22 participant; or

23 “(ii) the date the participant meets  
24 any applicable licensure or certification re-  
25 quirements.

1           “(C) TREATMENT OF PART-TIME STU-  
2           DENTS.—The Secretary shall specify the service  
3           commencement date for participants who were  
4           part-time students, which shall include terms as  
5           similar as practicable to the terms set forth in  
6           subparagraph (B).

7           “(D) SERVICE DURING COURSE OF EDU-  
8           CATION OR TRAINING.—A participant may serve  
9           the period of obligated service of the partici-  
10          pant, or any portion of such period of obligated  
11          service, during the period in which the partici-  
12          pant is enrolled as a student in a course of edu-  
13          cation or training under subsection (b) as  
14          deemed appropriate by the Secretary.

15          “(E) SERVICE FOLLOWING LICENSURE OR  
16          ONGOING TRAINING.—With respect to a partici-  
17          pant who is licensed but may enter a related  
18          and appropriate further training program, the  
19          Secretary may adjust the beginning of the pe-  
20          riod of obligated service of the participant to  
21          begin following completion or desertion of the  
22          additional training.

23          “(d) TERMINATION.—The authority to carry out the  
24          Program shall terminate on the date that is 10 years after  
25          the date of the enactment of the Honor Act of 2025.

1   **“§ 7699D–2. Partnerships**

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

7   **“§ 7699D–3. Administration**

8           “(a) OUTREACH.—

9               “(1) IN GENERAL.—The Secretary shall develop  
10   an outreach program to Tribal Colleges and Univer-  
11   sities, historically Black colleges and universities,  
12   high schools in rural areas, community colleges,  
13   transition assistance programs for members of the  
14   Armed Forces transitioning to civilian life, and  
15   spouses of such members to provide information  
16   about the Program.

17           “(2) TRIBAL COLLEGE OR UNIVERSITY DE-  
18   FINED.—In this subsection, the term ‘Tribal College  
19   or University’ has the meaning given that term  
20   under section 316 of the Higher Education Act of  
21   1965 (20 U.S.C. 1059c).

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

- 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 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.”.

1 **SEC. 223. EXPANSION OF REIMBURSEMENT OF CON-**  
 2 **TINUING PROFESSIONAL EDUCATION EX-**  
 3 **PENSES.**

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

6 **“§ 7411. Reimbursement of continuing professional**  
 7 **education expenses**

8 “(a) IN GENERAL.—The Secretary shall reimburse  
 9 certain full-time health care professionals of the Depart-  
 10 ment for expenses incurred for continuing professional  
 11 education in amounts as follows:

12 “(1) With respect to any physician, dentist, po-  
 13 diatrist, chiropractor, optometrist, registered nurse,  
 14 or physician assistant appointed under section  
 15 7401(1) of this title, not more than \$1,000 per year  
 16 for each such individual.

17 “(2) With respect to any licensed practical or  
 18 vocational nurse including but not limited to nurse  
 19 practitioners and advanced practice registered  
 20 nurses, medical technologist, pharmacist, pharmacy  
 21 technician, psychologist, diagnostic radiologic tech-  
 22 nologist, or social worker appointed under section  
 23 7401(3) of this title, not more than \$1,000 per year  
 24 for each such individual.

25 “(b) REPORT REQUIRED.—

1           “(1) IN GENERAL.—Not less frequently than  
2           annually after the end of the first fiscal year fol-  
3           lowing the date of the enactment of the Honor Act  
4           of 2025, the Secretary shall submit to the Com-  
5           mittee on Veterans’ Affairs of the Senate and the  
6           Committee on Veterans’ Affairs of the House of  
7           Representatives information on utilization of reim-  
8           bursement under subsection (a), including—

9                   “(A) locations at which reimbursement is  
10                  claimed;

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

13                  “(C) average amount claimed per position  
14                  and specialty; and

15                  “(D) percent utilization by each position  
16                  and specialty overall.

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

21           “(c) PRIORITY REIMBURSEMENTS.—In providing re-  
22           imbursement under subsection (a), the Secretary shall  
23           prioritize reimbursement for—

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

4           “(2) professional education directly related to  
 5           the duties and responsibilities of the position of the  
 6           employee or related to the position or positions of  
 7           employees overseen by the employee.”.

8           (b) CLERICAL AMENDMENT.—The table of sections  
 9           at the beginning of subchapter I of chapter 74 of title 38,  
 10          United States Code, is amended by striking the item relat-  
 11          ing to section 7411 and inserting the following new item:  
           “7411. Reimbursement of continuing professional education expenses.”.

12       **SEC. 224. PAYMENT OF LICENSURE EXAM COSTS FOR RE-**  
 13                               **CIPIENTS OF SCHOLARSHIPS FROM DEPART-**  
 14                               **MENT OF VETERANS AFFAIRS.**

15          (a) IN GENERAL.—The Secretary of Veterans Affairs  
 16          shall pay the costs of any licensing examinations and cer-  
 17          tifications required by the Secretary for any current recipi-  
 18          ent of a covered health professional scholarship from the  
 19          Department of Veterans Affairs.

20          (b) LICENSING EXAMINATIONS AND CERTIFI-  
 21          CATIONS.—Subsection (a) shall apply to the payment of  
 22          costs for—

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

25               (2) the National Council Licensure Exam;

1           (3) the National Board Dental Examination;

2           (4) the National Board Dental Hygiene Exam-  
3           ination;

4           (5) the Dental Licensure Objective Structured  
5           Clinical Examination and Integrated National Board  
6           Dental Examination;

7           (6) the National Licensing Exams for Reg-  
8           istered Nurses, Nurse Practitioners, Nurse Mid-  
9           wives, Clinical Nurse Specialists, and Certified Reg-  
10          istered Nurse Anesthetists;

11          (7) the American Podiatric Medical Licensing  
12          Exam;

13          (8) the National Board of Examiners in Optom-  
14          etry Exam;

15          (9) the Physician Assistant National Certifi-  
16          cation Exam;

17          (10) the Examination for Professional Practice  
18          in Psychology;

19          (11) the Academy for Certification of Vision  
20          Rehabilitation and Education Professionals certifi-  
21          cation examinations;

22          (12) the Association of Social Workers Boards  
23          Exam;

24          (13) the National Physical Therapy Licensing  
25          Examination for Physical Therapists;



1           (14) The Board of Registration Examination  
2           for Kinesiotherapy; and

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

5           (c) REPORT TO CONGRESS.—Not later than one year  
6           after the date of the enactment of this Act, and not less  
7           frequently than annually thereafter, the Secretary shall  
8           submit to the Committee on Veterans’ Affairs of the Sen-  
9           ate and the Committee on Veterans’ Affairs of the House  
10          of Representatives a report on the implementation of this  
11          section that includes the following data for each State and  
12          territory of the United States for the one-year period pre-  
13          ceding the date of the report:

14               (1) Utilization by the Secretary of the require-  
15               ment under subsection (a) broken down by position  
16               and career type.

17               (2) Number of times each examination or cer-  
18               tification described in subsection (b) was paid for by  
19               the Department and total funds expended by the  
20               Department for each such examination or certifi-  
21               cation.

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

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

4           (2) the Department of Veterans Affairs Em-  
5       ployee Incentive Scholarship Program under sub-  
6       chapter VI of such chapter, including—

7                (A) the National Nursing Education Initia-  
8       tive; and

9                (B) the VA National Education for Em-  
10      ployees Program;

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

14          (4) the Visual Impairment and Orientation and  
15      Mobility Professionals Scholarship Program under  
16      chapter 75 of such title;

17          (5) the Veterans Healing Veterans Medical Ac-  
18      cess and Scholarship Program under section 304 of  
19      the VA MISSION Act of 2018 (Public Law 115–  
20      182; 38 U.S.C. 7601 note);

21          (6) the Physician Assistant Education and  
22      Training Pilot Program for Former Members of the  
23      Armed Forces under section 246 of division J of the  
24      Consolidated Appropriations Act of 2018 (Public  
25      Law 115–141; 38 U.S.C. 7601 note); and

1 (7) such other programs as the Secretary con-  
 2 siders appropriate.

### 3 **Subtitle D—Reports**

#### 4 **SEC. 231. DEPARTMENT OF VETERANS AFFAIRS PER-** 5 **SONNEL TRANSPARENCY.**

6 (a) IN GENERAL.—Section 505 of the John S.  
 7 McCain III, Daniel K. Akaka, and Samuel R. Johnson VA  
 8 Maintaining Internal Systems and Strengthening Inte-  
 9 grated Outside Networks Act of 2018 (Public Law 115–  
 10 182; 38 U.S.C. 301 note) is amended—

11 (1) in subsection (a)—

12 (A) in paragraph (1)—

13 (i) in the matter before subparagraph  
 14 (A), by striking “information,” and all  
 15 that follows through “facility:” and insert-  
 16 ing “information:”;

17 (ii) in subparagraph (B)—

18 (I) by inserting “(i)” before “The  
 19 number”; and

20 (II) by adding at the end the fol-  
 21 lowing new clause:

22 “(ii) Information made available  
 23 under this subparagraph shall be updated  
 24 not less frequently than once each quarter  
 25 to account for delays in data processing

1 and shall reflect the most recently available  
2 data.”;

3 (iii) in subparagraph (C), by striking  
4 “vacancies, by occupation.” and inserting  
5 “positions currently undergoing a recruit-  
6 ment action, disaggregated by occupation  
7 and by stage of recruitment, including  
8 Manager Request Initiation Stage, recruit-  
9 ment stage, onboarding stage, and waiting  
10 to start stage, or successor stages if modi-  
11 fied.”;

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

14 (v) by adding at the end the following  
15 new subparagraph:

16 “(F) The number of positions vacated dur-  
17 ing the quarter for which the Department has  
18 not initiated a recruitment action, including the  
19 date the position was vacated, disaggregated by  
20 occupation.”;

21 (B) by redesignating paragraph (5) as  
22 paragraph (6);

23 (C) by inserting after paragraph (4) the  
24 following new paragraph (5):

1           “(5) DISPLAY OF INFORMATION.—The display  
2           of information made publicly available on an internet  
3           website of the Department pursuant to paragraph  
4           (1), shall be disaggregated—

5                   “(A) by departmental component;

6                   “(B) in the case of information relating to  
7           Veterans Health Administration positions, by  
8           medical facility; and

9                   “(C) in the case of information relating to  
10          Veterans Benefits Administration positions, by  
11          regional office.”; and

12                  “(D) in paragraph (6), as redesignated by  
13          subparagraph (B), by striking “shall” and all  
14          that follows and inserting the following:  
15          “shall—

16                   “(A) review the administration of the  
17          website required under paragraph (1);

18                   “(B) develop recommendations relating to  
19          the improvement of such administration; and

20                   “(C) submit to the Committee on Vet-  
21          erans’ Affairs of the Senate and the Committee  
22          on Veterans’ Affairs of the House of Represent-  
23          atives a report containing—

1 “(i) the findings of the Inspector Gen-  
2 eral with respect to the most recent review  
3 conducted under subparagraph (A); and

4 “(ii) the recommendations most re-  
5 cently developed under subparagraph  
6 (B).”; and

7 (2) by amending subsection (b) to read as fol-  
8 lows:

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

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

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

17 “(A) in the case of facilities of the Vet-  
18 erans Health Administration, for facilities for  
19 which the duration of the onboarding process  
20 exceeds the metrics laid out in the Time to Hire  
21 Model of the Veterans Health Administration,  
22 or successor model; and

23 “(B) in the case of Veterans Benefits Ad-  
24 ministration, for regional offices that exceed the

1           time-to-hire target of the Office of Personnel  
2           Management.

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

6           “(4) Such recommendations for legislative or  
7           administrative action as the Secretary may have in  
8           order to achieve full staffing capacity at the Depart-  
9           ment.”.

10          (b) **EFFECTIVE DATE.**—The amendments made by  
11       subsection (a) shall take effect on the date of the enact-  
12       ment of this Act and shall apply with respect to the first  
13       update under section 505(a)(3) of such Act beginning  
14       after the date of the enactment of this Act and each up-  
15       date thereafter.

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

17           Not later than 90 days after the date of the enact-  
18       ment of this Act, the Secretary of Veterans Affairs shall  
19       submit to the Committee on Veterans’ Affairs and the  
20       Committee on Appropriations of the Senate and the Com-  
21       mittee on Veterans’ Affairs and the Committee on Appro-  
22       priations of the House of Representatives a report on—

23           (1) the implementation of the pilot program  
24       under section 246 of the Military Construction, Vet-  
25       erans Affairs, and Related Agencies Appropriations

1 Act, 2018 (division J of Public Law 115–141; 38  
2 U.S.C. 7601 note);

3 (2) the current status of such pilot program;  
4 and

5 (3) the status of such pilot program since the  
6 origin of such pilot program.

7 **SEC. 233. PROVISION OF DATA ON EDUCATIONAL ASSIST-**  
8 **ANCE PROGRAMS OF VETERANS HEALTH AD-**  
9 **MINISTRATION.**

10 (a) IN GENERAL.—Beginning not later than 180  
11 days after the date of the enactment of this Act, the Sec-  
12 retary of Veterans Affairs shall provide to the Committee  
13 on Veterans’ Affairs of the Senate and the Committee on  
14 Veterans’ Affairs of the House of Representatives data on  
15 graduate medical education programs, health profession  
16 scholarship programs, and any other educational assist-  
17 ance programs within the Veterans Health Administra-  
18 tion.

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

22 (1) The number of active participants, broken  
23 down by position or expected future position or li-  
24 censure.

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



1           (3) The number of participants who have com-  
 2           pleted their education and are currently completing  
 3           their service requirements at the Department of Vet-  
 4           erans Affairs.

5           (4) The number of participants who were pre-  
 6           viously active in the program but left the program  
 7           before completing their education or service require-  
 8           ment during the year preceding the date on which  
 9           the data is provided.

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

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

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

16               (1) shall be updated not less frequently than  
 17               annually; and

18               (2) may be submitted to the Committee on Vet-  
 19               erans' Affairs of the Senate and the Committee on  
 20               Veterans' Affairs of the House of Representatives as  
 21               part of another report required by law.

## 22       **TITLE III—INFRASTRUCTURE** 23               **MATTERS**

### 24       **SEC. 301. DEFINITIONS.**

25           In this title:

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

4           (A) the Committee on Veterans’ Affairs  
5       and the Committee on Appropriations of the  
6       Senate; and

7           (B) the Committee on Veterans’ Affairs  
8       and the Committee on Appropriations of the  
9       House of Representatives.

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

1 **Subtitle A—Investing in Depart-**  
2 **ment of Veterans Infrastructure**  
3 **to Increase Capacity to Serve**  
4 **Veterans**

5 **SEC. 311. AUTHORIZATION OF FUNDING FOR CERTAIN**  
6 **LAND ACQUISITIONS FOR MEDICAL FACILI-**  
7 **TIES OF DEPARTMENT OF VETERANS AF-**  
8 **FAIRS.**

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

11 (1) by striking “No funds” and inserting “(i)  
12 No funds”;

13 (2) by inserting “land acquisition or” before  
14 “advance planning”; and

15 (3) by adding at the end the following new  
16 clause:

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

1 **SEC. 312. DETACHMENT OF CONGRESSIONAL COMMITTEE**  
2 **APPROVAL REQUESTS OF MAJOR MEDICAL**  
3 **FACILITY LEASES FROM ANNUAL BUDGET**  
4 **SUBMISSION OF DEPARTMENT OF VETERANS**  
5 **AFFAIRS.**

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

9 **SEC. 313. IMPROVEMENT OF CAPITAL ASSET STAFFING OF**  
10 **DEPARTMENT OF VETERANS AFFAIRS.**

11 (a) CAPITAL ASSET PERSONNEL OF THE DEPART-  
12 MENT.—

13 (1) REQUIREMENT FOR DEDICATED OFFICES  
14 AND SUFFICIENT STAFF.—

15 (A) IN GENERAL.—Not later than 540  
16 days after the date of the enactment of this  
17 Act, the Secretary of Veterans Affairs shall en-  
18 sure that the Department of Veterans Affairs  
19 has dedicated offices or entities and sufficient  
20 staff, including at each medical center of the  
21 Department, to conduct relevant critical respon-  
22 sibilities for the life-cycle of capital asset man-  
23 agement at the local, regional, and central of-  
24 fice level.

25 (B) OFFICES AND STAFF INCLUDED.—The  
26 requirement for offices or entities and sufficient

1 staff under subparagraph (A) may include en-  
2 suring such mix as the Secretary considers ap-  
3 propriate of personnel with duties from the fol-  
4 lowing categories:

5 (i) Facility planning.

6 (ii) Long-range capital planning.

7 (iii) Management of projects and cap-  
8 ital assets relating to the execution of  
9 major construction projects, minor con-  
10 struction projects, major leases, minor  
11 leases, nonrecurring maintenance, and re-  
12 lated matters at medical centers and facili-  
13 ties of the Department in the surrounding  
14 catchment areas of those centers and fa-  
15 cilities.

16 (iv) Property disposal or transfer, en-  
17 vironmental remediation, and historic pres-  
18 ervation.

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

21 (vi) Maintenance and repair of exist-  
22 ing infrastructure.

23 (vii) The collection of views of vet-  
24 erans and employees of the Department to

1 understand the capital assets needs of the  
2 Department.

3 (viii) Other relevant functions relating  
4 to the full life-cycle of capital asset man-  
5 agement of the Department, as determined  
6 by the Secretary.

7 (2) TASKS.—To the greatest extent practicable,  
8 the Secretary shall ensure that each of the cat-  
9 egories of duties under paragraph (1)(B) are as-  
10 signed to a different individual or group of individ-  
11 uals so as—

12 (A) to organize common work in a cohesive  
13 manner; and

14 (B) not to overburden a small number of  
15 individuals with such requirements.

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

19 (A) designate one individual as the lead  
20 senior official responsible for integration and  
21 coordination of, and accountability for, the eval-  
22 uation of the capital asset workforce needs of  
23 the Department, to include the workforce staff-  
24 ing model established under paragraph (4), and  
25 the ongoing implementation and monitoring of

1 actions to ensure adequate capital asset staffing  
2 across the Department, including those at the  
3 field, regional, and central offices of the Vet-  
4 erans Health Administration, the National  
5 Cemetery Administration, the Veterans Benefits  
6 Administration, and the Office of Acquisition,  
7 Logistics, and Construction; and

8 (B) notify the appropriate committees of  
9 Congress who have been designated under sub-  
10 paragraph (A).

11 (4) STAFFING MODEL.—

12 (A) IN GENERAL.—Not later than one year  
13 after the date of the enactment of this Act, the  
14 Secretary shall establish a staffing model for  
15 the relevant administrations, staff offices, and  
16 other elements of the Department to carry out  
17 paragraph (1) that—

18 (i) ensures a minimum base level of  
19 capital asset staffing; and

20 (ii) is adjusted based on the volume  
21 and complexity of capital asset work of a  
22 particular facility, catchment area, region,  
23 or central office responsibility.

24 (B) UPDATE.—The Secretary shall update  
25 the staffing model under subparagraph (A) reg-

1 ularly to ensure it is effective in carrying out  
2 paragraph (1).

3 (5) TREATMENT OF STATES AND TERRITORIES  
4 WITHOUT A MEDICAL CENTER.—In the case of a  
5 State or territory of the United States in which the  
6 Department does not operate a full-service medical  
7 center, the Secretary shall, in carrying out para-  
8 graph (1), ensure, to the greatest extent practicable,  
9 that the Department has a dedicated office or entity  
10 and sufficient staff at the largest medical facility of  
11 the Department in that State or territory, and any  
12 reference in this section to a medical center shall be  
13 deemed to be a reference to that medical facility.

14 (6) PURPOSE AND INTENT.—

15 (A) IN GENERAL.—The purpose of this  
16 subsection is to ensure that field, regional, and  
17 central offices of the Department of Veterans  
18 Affairs have an appropriately sized and  
19 credentialed capital asset workforce to allow for  
20 efficient and effective execution of their relevant  
21 segment of capital asset work.

22 (B) RULE OF CONSTRUCTION.—Nothing in  
23 this subsection is intended to mandate a re-  
24 alignment of capital asset workforce roles, re-  
25 sponsibilities, and reporting structures.



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

7       (c) DUTIES OF DEDICATED OFFICES OR ENTITIES  
 8 AT MEDICAL CENTERS.—

9           (1) IN GENERAL.—The duties of a dedicated of-  
 10 fice or entity required by subsection (a) at a medical  
 11 center of the Department may include such combina-  
 12 tion of the following duties as the Secretary con-  
 13 sider appropriate to achieve efficient and effective  
 14 capital asset management and performance as it  
 15 pertains to relevant activities at the field level:

16           (A) The development, monitoring, and im-  
 17 plementation of capital asset objectives for the  
 18 catchment area surrounding the medical center,  
 19 including community-based outpatient clinics  
 20 and other sites of care of the Department in  
 21 that area.

22           (B) The coordination of capital asset man-  
 23 agement and planning with counterparts at  
 24 other medical centers of the Department in the  
 25 region and facility planners for the Veterans In-

1           tegrated Service Network or Networks in the  
2           region.

3           (C) Effective delivery of capital asset  
4           projects.

5           (D) Maintenance and repair of infrastruc-  
6           ture.

7           (E) Capital asset disposal or transfer, envi-  
8           ronmental remediation, and historic preserva-  
9           tion.

10          (F) Regularly monitoring state-of-the-art  
11          best practices in health care capital asset deliv-  
12          ery and management.

13          (G) Constantly monitoring the needs of  
14          veterans and employees of the Department as it  
15          relates to medical space and services at the  
16          medical center and facilities in the catchment  
17          area surrounding the medical center to forward  
18          plan and identify and submit plans, through  
19          processes of the Department, to meet those  
20          needs, including by formulating local and re-  
21          gional capital improvement and asset manage-  
22          ment plans for medical facilities of the Depart-  
23          ment through the regular collection of—

24                 (i) views and expectations of veterans,  
25                 including as expressed by relevant local or

1 national veterans service organizations, in  
2 that area who are eligible users of health  
3 care and related services provided by the  
4 Department with respect to—

5 (I) preferences and needs of  
6 those veterans for the care received  
7 from medical facilities of the Depart-  
8 ment in that area; and

9 (II) the need for improvements  
10 and enhancements to infrastructure of  
11 the Department; and

12 (ii) views of relevant medical staff of  
13 the Department at the medical center and  
14 facilities in that catchment area regarding  
15 their preferences and needs for how to de-  
16 liver health care to veterans and how those  
17 preferences impact the infrastructure  
18 needs of the Department.

19 (H) Understanding the capital asset poli-  
20 cies, procedures, and directives of the Depart-  
21 ment, including those issued by the central of-  
22 fice of the Department, the Veterans Health  
23 Administration, Veterans Integrated Service  
24 Networks, the Office of Acquisition, Logistics,  
25 and Construction, the Office of Asset Enter-

prise Management, the Office of General Counsel, the Office of Information and Technology, or any successor offices, and any other office of the Department with significant responsibility over capital asset management and planning.

(I) Implementing locally the policies, procedures, and directives described in subparagraph (H).

(J) Providing feedback regarding ways in which the policies, procedures and directives described in subparagraph (H) can be improved.

(K) Understanding the importance for collaboration and coordination among all relevant offices of the Department, including the Office of Acquisition, Logistics, and Construction, the Office of Asset Enterprise Management, the Office of Information and Technology, or successor offices with similar functions, and other internal stakeholders as required to achieve success in all phases of capital asset management.

(2) COLLECTION OF VIEWS AND EXPECTATIONS.—

(A) IN GENERAL.—Views and expectations may be collected under paragraph (1)(G) through multiple channels and the process used

1 for such collection shall ensure that the views  
2 and expectations collected provide a representa-  
3 tive sample of the population from which such  
4 views and expectations are collected.

5 (B) CONFIDENTIALITY.—Any information  
6 collected under paragraph (1)(G) shall be col-  
7 lected in a manner that provides an option for  
8 submission of views that are anonymous and  
9 confidential.

10 (C) INCLUSION OF DIVERSE VIEW-  
11 POINTS.—In collecting views and expectations  
12 of veterans and medical staff under paragraph  
13 (1)(G), an office, entity, or relevant staff de-  
14 scribed in subsection (a) for a medical center of  
15 the Department shall ensure that the viewpoints  
16 of a diverse population of veterans being served  
17 by the medical center and medical staff of the  
18 medical center or in the catchment area of the  
19 medical center are captured.

20 (D) COORDINATION WITH EXISTING EF-  
21 FORTS OF THE DEPARTMENT.—In carrying out  
22 paragraph (1)(G) and this paragraph, the Sec-  
23 retary shall use, as the Secretary considers ap-  
24 propriate, existing efforts and expertise of the  
25 Department through the Veterans Health Ad-

1           ministration, the Office of Acquisition, Logis-  
 2           tics, and Construction, the Office of Asset En-  
 3           terprise Management, and the Veterans Experi-  
 4           ence Office.

5           (E) USAGE OF VIEWS AND EXPECTA-  
 6           TIONS.—The views and expectations collected  
 7           under paragraph (1)(G) shall be used to inform  
 8           the offices, entities, or relevant staff described  
 9           in subsection (a)(1) and the broader leadership  
 10          of medical centers and Veterans Integrated  
 11          Service Networks of the Department to develop  
 12          plans for capital asset improvement.

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

15           (1) IN GENERAL.—Subject to paragraph (3),  
 16          the Secretary shall develop a standardized process to  
 17          regularly solicit feedback from individuals and enti-  
 18          ties described in paragraph (2) regarding the effec-  
 19          tiveness of and ways to improve—

20           (A) the infrastructure and capital asset  
 21          management investment processes and proce-  
 22          dures of the central office of the Department  
 23          and Veterans Integrated Service Networks of  
 24          the Department; and

1 (B) the guidance of the central office and  
2 Veterans Integrated Service Networks regard-  
3 ing such processes and procedures to the med-  
4 ical centers, facilities in the surrounding  
5 catchment areas of those medical centers, and  
6 Veterans Integrated Service Networks, as ap-  
7 propriate.

8 (2) INDIVIDUALS AND ENTITIES DESCRIBED.—  
9 The individuals and entities described in this para-  
10 graph are the following:

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

14 (B) Medical staff of the Department at fa-  
15 cilities in the surrounding catchment area of  
16 the medical center.

17 (C) Veterans Integrated Service Networks.

18 (D) Staff of offices within the central of-  
19 fice of the Department, including the Office of  
20 Acquisition, Logistics, and Construction, the  
21 Office of Asset Enterprise Management, and  
22 the Office of Information and Technology, or  
23 successor offices with similar functions.

1           (E) The Veterans Health Administration,  
2           including the Office of Healthcare Environment  
3           and Facilities Programs.

4           (F) Such other offices as the Secretary de-  
5           termines relevant.

6           (3) ALIGNMENT WITH MARKET AREA ASSESS-  
7           MENTS.—To the degree practicable, the Secretary  
8           shall align the process developed and standardized  
9           under paragraph (1) with the performance of market  
10          area assessments under section 7330C(a) of title 38,  
11          United States Code.

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

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



1 **SEC. 314. DEVELOPMENT OF PERFORMANCE METRICS OF**  
2 **CAPITAL ASSET MANAGEMENT BY DEPART-**  
3 **MENT OF VETERANS AFFAIRS AND MONI-**  
4 **TORING FOR IMPROVEMENT.**

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

8 (1) develop meaningful and measurable goals  
9 and metrics—

10 (A) to assess the performance of the cap-  
11 ital asset management programs of the Depart-  
12 ment of Veterans Affairs, including those car-  
13 ried out by a non-Department Federal entity  
14 under section 8103(e)(1) of title 38, United  
15 States Code, to allow the Secretary to make  
16 sound decisions regarding construction, leasing,  
17 acquisition, maintenance, and disposal of cap-  
18 ital assets; and

19 (B) that are in alignment with strategic  
20 plans and budgets of the Department and the  
21 mission of the Department to serve veterans,  
22 their families, and caregivers;

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

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

4           (4) submit to appropriate committees of Con-  
 5           gress a report on the development of the goals and  
 6           metrics under paragraph (1) and the implementation  
 7           of the internal dashboard or other tool under para-  
 8           graph (2) and the internal governance process under  
 9           paragraph (3).

10          (b) INTERNAL DASHBOARD.—The Secretary shall en-  
 11         sure that the internal dashboard developed under sub-  
 12         section (a)(2) includes meaningful and relevant metrics  
 13         that—

14                 (1) evaluate capital asset management perform-  
 15                 ance of the Department and provide relevant infor-  
 16                 mation to guide necessary improvements; and

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

20         **SEC. 315. EXPANSION OF MEMBERSHIP OF THE CAPITAL**  
 21                 **ASSET PLANNING COMMITTEE.**

22         Not later than 180 days after the date of the enact-  
 23         ment of this Act, in order to facilitate Federal health in-  
 24         frastructure planning, coordination, and investment, the  
 25         Deputy Secretary of Veterans Affairs and the Under Sec-

1   retary of Defense for Personnel and Readiness shall mod-  
 2   ify the membership of the Capital Asset Planning Com-  
 3   mittee established as a subordinate entity of the Depart-  
 4   ment of Veterans Affairs-Department of Defense Joint  
 5   Executive Committee established under section 320 of title  
 6   38, United States Code, to include the following:

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

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

12   **SEC. 316. AUTHORIZATION OF APPROPRIATIONS.**

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

- 16           (1) For fiscal year 2026, \$1,000,000,000.
- 17           (2) For fiscal year 2027, \$2,000,000,000.
- 18           (3) For fiscal year 2028, \$3,000,000,000.
- 19           (4) For fiscal year 2029, \$4,000,000,000.
- 20           (5) For fiscal year 2030, \$5,000,000,000.
- 21           (6) For fiscal year 2031, \$5,000,000,000.
- 22           (7) For fiscal year 2032, \$5,000,000,000.
- 23           (8) For fiscal year 2033, \$5,000,000,000.
- 24           (9) For fiscal year 2034, \$5,000,000,000.
- 25           (10) For fiscal year 2035, \$5,000,000,000.

1 (11) For fiscal year 2036, \$5,000,000,000.

2 (12) For fiscal year 2037, \$5,000,000,000.

3 (b) MAJOR CONSTRUCTION.—There is authorized to  
4 be appropriated to the Secretary of Veterans Affairs, for  
5 the Construction, Major Projects account, the following:

6 (1) For fiscal year 2026, \$2,000,000,000.

7 (2) For fiscal year 2027, \$3,000,000,000.

8 (3) For fiscal year 2028, \$4,000,000,000.

9 (4) For fiscal year 2029, \$5,000,000,000.

10 (5) For fiscal year 2030, \$6,000,000,000.

11 (6) For fiscal year 2031, \$7,000,000,000.

12 (7) For fiscal year 2032, \$7,000,000,000.

13 (8) For fiscal year 2033, \$7,000,000,000.

14 (9) For fiscal year 2034, \$7,000,000,000.

15 (10) For fiscal year 2035, \$7,000,000,000.

16 (11) For fiscal year 2036, \$7,000,000,000.

17 (12) For fiscal year 2037, \$7,000,000,000.

18 (c) GRANTS FOR EXTENDED CARE FACILITIES.—

19 There is authorized to be appropriated to the Secretary  
20 of Veterans Affairs, to be used for grants for extended  
21 care facilities, the following:

22 (1) For fiscal year 2026, \$300,000,000.

23 (2) For fiscal year 2027, \$400,000,000.

24 (3) For fiscal year 2028, \$500,000,000.

25 (4) For fiscal year 2029, \$550,000,000.

1 (5) For fiscal year 2030, \$600,000,000.

2 (6) For fiscal year 2031, \$600,000,000.

3 (7) For fiscal year 2032, \$600,000,000.

4 (8) For fiscal year 2033, \$600,000,000.

5 (9) For fiscal year 2034, \$600,000,000.

6 (10) For fiscal year 2035, \$600,000,000.

7 (11) For fiscal year 2036, \$600,000,000.

8 (d) REQUIREMENT FOR DETAILED JUSTIFICA-  
9 TION.—

10 (1) IN GENERAL.—For any fiscal year in which  
11 the Secretary of Veterans Affairs requests an  
12 amount that is less than an amount specified in any  
13 of subsections (a) through (c), the Secretary shall  
14 include as part of the budget of the President for  
15 that fiscal year submitted under section 1105(a) of  
16 title 31, United States Code—

17 (A) a detailed justification and analysis for  
18 why the requested funding levels are sufficient  
19 to meet the infrastructure needs of the Depart-  
20 ment of Veterans Affairs; and

21 (B) an identification of which projects—

22 (i) with respect to subsections (a) and  
23 (b), included in the Strategic Capital In-  
24 vestment Planning process, or successor

process, will not be funded based on the level of funding requested; and

(ii) with respect to subsection (c), included in the most recent approved State Home Construction Grants Priority List, will not be funded based on the level of funding requested.

(2) COMPARISON TO AMOUNT SENT TO OFFICE OF MANAGEMENT AND BUDGET.—In providing information under paragraph (1) for a fiscal year, the Secretary shall indicate whether the numbers that appear in the budget for the accounts specified under subsections (a) through (c) match or do not match what the Secretary submitted for review to the Office of Management and Budget as part of the budget development process of the Department of Veterans Affairs for that fiscal year.

## **Subtitle B—Reviews and Reports**

### **SEC. 321. REVIEW OF RESILIENCE OF FACILITIES, LAND, AND OTHER RELEVANT CAPITAL ASSETS OF DEPARTMENT OF VETERANS AFFAIRS.**

(a) IN GENERAL.—Not later than two years after the date of the enactment of this Act, the Secretary of Veterans Affairs shall submit to the Committee on Veterans' Affairs of the Senate and the Committee on Veterans' Af-

1   fairs of the House of Representatives a report on the resil-  
2   ience of mission critical assets of the Department of Vet-  
3   erans Affairs as it relates to extreme weather events.

4       (b) ELEMENTS.—The report required by subsection  
5   (a) shall include the following:

6           (1) An assessment and description of which  
7       mission critical existing facilities, land, and other  
8       relevant capital assets of the Department,  
9       disaggregated by State, territory of the United  
10      States, and type of facility, land, or asset, are at  
11      highest risk due to vulnerabilities relating to prox-  
12      imity to—

13           (A) a body of water; or

14           (B) an area prone to—

15               (i) flooding, including flooding due to  
16               rising sea levels;

17               (ii) wildfire; or

18               (iii) tornadoes, hurricanes, or other  
19               storms or extreme weather events.

20           (2) A description of strategies to improve the  
21       resilience of existing facilities, land, and other rel-  
22       evant capital assets assessed to be at highest risk  
23       pursuant to paragraph (1), including potential modi-  
24       fications to facility operations and maintenance  
25       practices.

1           (3) Recommendations of the Secretary for best  
2       practices, standards, and solutions for future place-  
3       ment, planning, renovation, leasing, purchase, con-  
4       struction, and disposal of facilities, land, and other  
5       mission critical assets of the Department to avoid or  
6       mitigate the challenges resulting from the placement  
7       of a facility or asset in an area at risk of being vul-  
8       nerable to harm from the impacts of changing envi-  
9       ronmental conditions and an assessment of whether  
10      additional resources are necessary to address the  
11      risks at each such facility or for each such asset.

12           (4) A description of—

13               (A) recommendations for legislative or ad-  
14       ministrative action to mitigate and respond to  
15       the findings under paragraphs (1) through (3);

16               (B) actions taken by the Secretary during  
17       the three fiscal years immediately preceding the  
18       date of the submission of the report and actions  
19       planned to be taken by the Secretary during the  
20       three fiscal years immediately following such  
21       date to improve the resilience of existing facili-  
22       ties, land, infrastructure, and other relevant  
23       capital assets under the jurisdiction or control  
24       of the Department of Veterans Affairs that are



1 mission critical and assessed to be highest risk  
2 pursuant to paragraph (1);

3 (C) changes in policies, directives, and pro-  
4 cedures of the Department to mitigate, plan  
5 for, and improve resilience of future con-  
6 structed, leased, or other facilities, land, infra-  
7 structure, and other relevant capital assets  
8 under the jurisdiction or control of the Depart-  
9 ment;

10 (D) how the Department has incorporated  
11 or will incorporate resilience information into  
12 the processes and procedures of the Depart-  
13 ment for capital asset investment decisions;

14 (E) changes the Department will make to  
15 ensure the facilities, land, infrastructure, and  
16 other relevant capital assets of the Department  
17 are available to furnish care and services under  
18 section 1785 of title 38, United States Code,  
19 during or following a disaster or emergency;

20 (F) the estimated cost to implement the  
21 changes described in the report;

22 (G) the estimated timeline to implement  
23 the changes described in the report; and

24 (H) such other matters as the Secretary  
25 determines appropriate.

1 **SEC. 322. REPORTS ON KEY CAPITAL ASSET INVESTMENTS,**  
2 **ACTIVITIES, AND PERFORMANCE OF DEPART-**  
3 **MENT OF VETERANS AFFAIRS.**

4 (a) IN GENERAL.—Section 8120 of title 38, United  
5 States Code, is amended to read as follows:

6 **“§ 8120. Reports on key capital asset investments, ac-**  
7 **tivities, and performance**

8 “(a) CAPITAL ASSET INVESTMENT, ACTIVITIES, AND  
9 PERFORMANCE.—

10 “(1) IN GENERAL.—Not later than 30 days  
11 after the end of each fiscal year, and every 60 days  
12 thereafter until the end of that fiscal year, the Sec-  
13 retary shall submit to the appropriate committees of  
14 Congress a report on key capital asset investments,  
15 activities, and performance of the Department.

16 “(2) ELEMENTS.—

17 “(A) FIRST REPORT IN EACH FISCAL  
18 YEAR.—The first report under paragraph (1) in  
19 each fiscal year shall include the following:

20 “(i) A brief summary of work that  
21 was completed on each capital asset project  
22 that was completed in the previous fiscal  
23 year.

24 “(ii) A brief summary of the accom-  
25 plishments, impediments, and challenges  
26 experienced by the Department with re-

1           spect to capital asset projects in the pre-  
2           vious fiscal year and a description of ef-  
3           forts made to address any such impedi-  
4           ments and challenges.

5           “(iii) With respect to each capital  
6           asset project completed in such year, the  
7           following:

8                   “(I) The type of project (major  
9                   construction, minor construction, non-  
10                  recurring maintenance, leases, or  
11                  other category, including disposals).

12                  “(II) The estimated total cost  
13                  and the actual total cost of the  
14                  project.

15                  “(III) A description of the  
16                  project.

17                  “(IV) The location and facility  
18                  with respect to which the project was  
19                  carried out.

20                  “(V) The fiscal quarter the  
21                  project was expected to begin, the fis-  
22                  cal quarter the project began, the  
23                  month and year the project was com-  
24                  pleted, and the fiscal quarter the facil-  
25                  ity in connection to such project was

1 in use by veterans, employees of the  
2 Department, or other relevant users,  
3 as the case may be.

4 “(iv) In the case of any capital asset  
5 project completed during the previous fis-  
6 cal year with respect to which the final  
7 cost of the project (or any increment of the  
8 project) was more than 10 percent greater  
9 than the estimated cost of the project (or  
10 increment) or the completion of such  
11 project (or increment) was more than 180  
12 days later than the planned schedule for  
13 such project (or increment)—

14 “(I) the reason for any such  
15 overage or delay; and

16 “(II) actions being taken to pre-  
17 vent any such overage or delay in fu-  
18 ture projects.

19 “(v) A list of any capital asset  
20 projects cancelled during the previous fis-  
21 cal year, including any projects in the de-  
22 sign phase and including the reason for the  
23 cancellation.

24 “(vi) A summary of total actual obli-  
25 gations for capital asset projects for the

1 previous fiscal year, broken out by major  
2 construction, minor construction, non-re-  
3 curring maintenance, and leases from the  
4 medical facilities appropriation account of  
5 the Department.

6 “(vii) A projected list of capital asset  
7 projects, broken out by type of project  
8 under subclause (I), that are expected to  
9 be initiated during the current fiscal year  
10 and those that are expected to be com-  
11 pleted during the current fiscal year, which  
12 shall include the following:

13 “(I) The type of project (major  
14 construction, minor construction, non-  
15 recurring maintenance, leases, or  
16 other category, including disposals).

17 “(II) The estimated total cost of  
18 the project.

19 “(III) A description of the  
20 project.

21 “(IV) The location and facility  
22 with respect to which the project was  
23 carried out or is expected to be car-  
24 ried out.

1                   “(V) The fiscal quarter the  
2                   project is expected to begin, the fiscal  
3                   quarter the project is expected to be  
4                   completed, and the fiscal quarter the  
5                   facility in connection to such project  
6                   is expected to be in use by veterans,  
7                   employees of the Department, or other  
8                   relevant users, as the case may be.

9                   “(viii) Projected total obligations for  
10                  capital asset projects for the current fiscal  
11                  year, broken out by major construction,  
12                  minor construction, non-recurring maintenance,  
13                  and leases, from the medical facilities  
14                  appropriation account of the Department.  
15                  

16                  “(ix) Such observations of best practices,  
17                  impediments, and accomplishments related to the capital  
18                  asset management and performance of the Department,  
19                  including any legislative or administrative action, as the  
20                  Secretary considers appropriate with respect to such  
21                  practices, impediments, and accomplishments.

22                  “(x) Meaningful metrics that show the  
23                  progress of the Department toward meet-

1 ing relevant goals of the Department relat-  
2 ing to capital asset management.

3 “(xi) Such other matters as the Sec-  
4 retary considers appropriate.

5 “(B) SUBSEQUENT REPORTS.—Each re-  
6 port in a fiscal year after the first report shall  
7 include, at a minimum, relevant updates on any  
8 capital asset projects that are ongoing during  
9 that fiscal year, including any updates to infor-  
10 mation provided with respect to such projects  
11 under subparagraph (A).

12 “(C) METRICS.—Beginning not later than  
13 two years after the date of the enactment of the  
14 Honor Act of 2025, the metrics described in  
15 subparagraph (A)(x) shall include the metrics  
16 developed under section 314(a)(1) of such Act.

17 “(3) MATTERS RELATING TO REPORTING  
18 COSTS.—In each report under paragraph (1), when  
19 reporting on costs for capital asset projects, the Sec-  
20 retary may include information regarding Federal  
21 requirements, including those specific to the Depart-  
22 ment, that may not exist in the non-Federal con-  
23 struction sector that may increase costs for capital  
24 asset projects.

25 “(b) SUPER CONSTRUCTION PROJECTS.—

1           “(1) IN GENERAL.—Not later than 30 days  
2           after the end of each fiscal year, and every 60 days  
3           thereafter until the end of that fiscal year, the Sec-  
4           retary shall submit to the appropriate committees of  
5           Congress a report on the super construction projects  
6           carried out by the appropriate non-Department Fed-  
7           eral entity described in section 8103(e)(1) of this  
8           title during such year.

9           “(2) ELEMENTS.—Each report required under  
10          paragraph (1) shall include, for each project de-  
11          scribed in such paragraph—

12               “(A) the budgetary and scheduling status  
13               of the project, as of the last day of the most re-  
14               cent fiscal quarter ending before the date on  
15               which the report is required to be submitted;  
16               and

17               “(B) the actual cost and schedule  
18               variances of the project, as of such day, com-  
19               pared to the planned cost and schedules for the  
20               project.

21          “(c) DEFINITIONS.—In this section:

22               “(1) APPROPRIATE COMMITTEES OF CON-  
23               GRESS.—The term ‘appropriate committees of Con-  
24               gress’ means—



7                   “(2) CAPITAL ASSET PROJECT.—The term ‘cap-  
8       ital asset project’ means a capital asset investment  
9       or activity of the Department.

(b) CLERICAL AMENDMENT.—The table of sections at the beginning of chapter 81 of title 38, United States Code, is amended by striking the item relating to section 8120 and inserting the following new item:

17 SEC. 323. REPORT ON LONG-TERM CARE PHYSICAL INFRA-  
18 STRUCTURE NEEDS OF DEPARTMENT OF  
19 VETERANS AFFAIRS.

•S 3466 IS

1 needs of the Department to support current and future  
2 anticipated long-term care needs and models of care for  
3 veterans, including—

4           (1) infrastructure needed to support the deliv-  
5       ery of long-term care for women veterans, veterans  
6       with spinal cord injuries and diseases, veterans with  
7       traumatic brain injury, veterans with unique behav-  
8       ioral health needs, veterans with memory loss, and  
9       other population groups with unique needs or pro-  
10      jected future needs;

11           (2) information regarding the plans of the De-  
12      partment to provide such care as the Department  
13      builds internal capacity but space is not yet available  
14      to meet the demand for such care; and

15           (3) with respect to any projects needed to pro-  
16      vide the infrastructure specified under paragraph  
17      (1)—

18                   (A) the estimated individual project cost  
19                   and total cost to accomplish those projects; and

20                   (B) the estimated individual project  
21                   timeline to accomplish each such project upon  
22                   receipt of appropriate funding.

23       (b) INCLUSION OF INFORMATION REGARDING  
24 PRIORITIZATION OF CERTAIN PROJECTS.—The Secretary  
25 shall include in the report required under subsection (a)

1 information regarding how the infrastructure  
2 prioritization processes of the Department, such as the  
3 Strategic Capital Investment Planning process, or suc-  
4 cessor process, could be modified to include higher  
5 prioritization of projects that support the provision of a  
6 health care service that is not widely available, or is not  
7 available in compliance with appropriate quality or access  
8 standards, from non-Department providers.

9 (c) DEVELOPMENT OF REPORT.—In developing the  
10 report required under subsection (a), the Secretary shall  
11 consult with relevant regional and national program of-  
12 fices of the Veterans Health Administration with responsi-  
13 bility for managing the various health care services cov-  
14 ered by the report, including long-term care and care re-  
15 lating to spinal cord injuries and diseases, to ensure that  
16 the report contains a holistic, comprehensive, and inte-  
17 grated plan to address the capital asset and other space  
18 needs for the population of veterans who require those  
19 services.

20 (d) INDICATION OF TYPES OF PROJECTS.—In the re-  
21 port required under subsection (a), the Secretary shall in-  
22 dicate the projects that can be most efficiently and effec-  
23 tively accomplished through smaller individual infrastruc-  
24 ture projects or through a larger medical facility replace-  
25 ment or new site of care, as determined by the Secretary.

1 **SEC. 324. REPORT ON WOMEN VETERANS RETROFIT INITIA-**  
2 **TIVE.**

3 Section 5102 of the Deborah Sampson Act of 2020  
4 (title V of Public Law 116–315; 38 U.S.C. 8110 note)  
5 is amended—

6 (1) by redesignating subsection (c) as sub-  
7 section (d); and

8 (2) by inserting after subsection (b) the fol-  
9 lowing new subsection (c):

10 “(c) REPORT ON PROJECTS.—

11 “(1) IN GENERAL.—Not later than one year  
12 after the date of the enactment of the Honor Act of  
13 2025, the Secretary shall submit to the appropriate  
14 committees of Congress a report containing—

15 “(A) an identification of the funding re-  
16 quested and the funding provided to the De-  
17 partment for retrofitting prioritized under sub-  
18 section (a) as of the date of the report;

19 “(B) a list of projects conducted with such  
20 funding as of such date, including—

21 “(i) amounts obligated for each such  
22 project;

23 “(ii) the locations of each such  
24 project;

25 “(iii) a short description of each such  
26 project; and

1 “(iv) the status of each such project,  
2 including an estimated timeline to complete  
3 the project; and

4 “(C) a list of projects for retrofitting  
5 prioritized under subsection (a) as of such date  
6 that remain unfunded as of such date, includ-  
7 ing—

8 “(i) the estimated funding required  
9 for those projects to be completed, on a  
10 project by project basis; and

11 “(ii) an estimated timeline to complete  
12 each such project if necessary funding and  
13 other resources are provided.

14 “(2) UPDATES.—Not later than one year after  
15 the submittal of the report under paragraph (1), and  
16 annually thereafter until the earlier of the date that  
17 is 10 years after the submittal of such report or the  
18 date on which all projects listed under subpara-  
19 graphs (B) and (C) of such paragraph have been  
20 completed, the Secretary shall submit to the appro-  
21 priate committees of Congress a report on—

22 “(A) the progress made by the Secretary  
23 in completing such projects; and

1           “(B) an identification of the funding re-  
 2           quested and the funding provided to the De-  
 3           partment to complete such projects.

4           “(3) APPROPRIATE COMMITTEES OF CON-  
 5           GRESS.—In this subsection, the term ‘appropriate  
 6           committees of Congress’ means—

7           “(A) the Committee on Appropriations and  
 8           the Committee on Veterans’ Affairs of the Sen-  
 9           ate; and

10           “(B) the Committee on Appropriations and  
 11           the Committee on Veterans’ Affairs of the  
 12           House of Representatives.”.

13 **SEC. 325. REPORT ON CAPITAL ASSET AND INFORMATION**  
 14 **TECHNOLOGY NEEDS OF THE RESEARCH AND**  
 15 **DEVELOPMENT PROGRAM OF DEPARTMENT**  
 16 **OF VETERANS AFFAIRS.**

17       (a) REPORT REQUIRED.—Not later than two years  
 18 after the date of the enactment of this Act, the Secretary  
 19 of Veterans Affairs shall submit to Congress a report on  
 20 the capital asset and information technology needs of the  
 21 research and development program of the Department of  
 22 Veterans Affairs.

23       (b) CONTENTS.—

24           (1) IN GENERAL.—The report required by sub-  
 25       section (a) shall include the following:

1           (A) A comprehensive summary of new fa-  
2           cilities, renovations of existing facilities, leasing  
3           of facilities, and any other such facilities or  
4           physical infrastructure the Department requires  
5           to effectively perform its research and develop-  
6           ment functions, including projected functions.

7           (B) Detailed information on the informa-  
8           tion technology resources, projects, equipment,  
9           and related information technology needs,  
10          disaggregated by type of information technology  
11          funding categories, such as development or op-  
12          erations and maintenance, the Department re-  
13          quires in order to make the research and devel-  
14          opment program and activities of the Depart-  
15          ment functional and high performing in the  
16          short, medium, and long term, and those need-  
17          ed to enable employees of the Department to  
18          perform their research and development activi-  
19          ties in an effective and efficient manner.

20          (C) Such matters as the Secretary deter-  
21          mines relevant to maintain and further improve  
22          and advance the research and development  
23          functions of the Department through improved  
24          capital asset and information technology sup-  
25          port.

1           (2) REQUIREMENTS.—

2               (A) FACILITIES.—

3                   (i) SUMMARIES BY PROJECT.—In pro-  
4           viding information under paragraph  
5           (1)(A), the Secretary shall provide esti-  
6           mated summaries for each project with  
7           cost data as well as a realistic multi-year  
8           plan to design and deliver the capital asset  
9           projects, assuming required funding is pro-  
10          vided.

11               (ii) IDENTIFICATION OF PROJECTS.—

12          The Secretary shall identify each project  
13          under paragraph (1)(A) by its project type,  
14          such as major construction, minor con-  
15          struction, nonrecurring maintenance,  
16          major lease, minor lease, or such other cat-  
17          egory as the Secretary determines may be  
18          appropriate.

19               (B) INFORMATION TECHNOLOGY.—In pro-  
20          viding information under paragraph (1)(B), the  
21          Secretary shall provide estimated summaries for  
22          each project or investment with individual and  
23          total cost data as well as a realistic multi-year  
24          plan to develop relevant requirements and ac-  
25          quire and deploy the relevant information tech-



1           nology services, projects, equipment, and re-  
2           lated matters.

3           (C) SCOPE.—The scope of the report sub-  
4           mitted under subsection (a) is on the capital  
5           asset, information technology, and other related  
6           critical support functions, excluding human cap-  
7           ital related needs, needed for the Department to  
8           perform research and development in an effec-  
9           tive and efficient manner.

10       (c) CONSIDERATIONS.—In preparing the report re-  
11       quired by subsection (a), the Secretary may consider the  
12       following:

13           (1) The findings of the 2012 final report of the  
14       Research Infrastructure Program of the Depart-  
15       ment.

16           (2) Current and updated data providing the  
17       most accurate and holistic presentation of the phys-  
18       ical infrastructure, information technology, and  
19       other relevant support function needs of the research  
20       and development program of the Department.

21           (3) Such other matters as the Secretary con-  
22       siders appropriate.

1 **SEC. 326. REVIEW AND REPORT ON PROVISIONS OF LAW**  
2 **RELATING TO DEPARTMENT OF VETERANS**  
3 **AFFAIRS CAPITAL ASSET MANAGEMENT AND**  
4 **OVERSIGHT.**

5 (a) REVIEW.—The Secretary of Veterans Affairs  
6 shall review all relevant authorities of the Secretary, in-  
7 cluding those in section 312A of title 38, United States  
8 Code, and determine whether the provisions of such au-  
9 thorities are meaningful, relevant, and reflect the current  
10 operational needs, organization structure, and all other  
11 necessary requirements for the full life-cycle of effective  
12 and efficient management of capital assets.

13 (b) REPORT.—Not later than 270 days after the date  
14 of the enactment of this Act, the Secretary shall submit  
15 to Congress a report regarding whether the authorities re-  
16 viewed under subsection (a) should be revised to align  
17 more closely with current and future projected operational  
18 needs of the Department.

19 (c) CONTENTS.—The report required by subsection  
20 (b) shall include the following:

21 (1) An assessment of whether other offices, ad-  
22 ministrations, or entities of the Department should  
23 be directed to formally assume certain functions cur-  
24 rently assigned to officials of the Department, in-  
25 cluding to the Deputy Secretary, the Director of  
26 Construction and Facilities Management, the Under

1 Secretary for Health, the Assistant Secretary for  
2 Management, and the Chief Financial Officer, pur-  
3 suant to statute or Departmental practice, so as to  
4 match operational realities and needs, directives,  
5 policies, and procedures of the Department, to im-  
6 prove efficiencies, streamline management and lines  
7 of authority, responsibility, and accountability, or  
8 other reasons that would be beneficial to the capital  
9 asset management of the Department.

10 (2) An assessment of whether capital asset  
11 functions currently not clearly assumed or controlled  
12 by other entities of the Department should be more  
13 clearly assigned to relevant offices of the Depart-  
14 ment to match operational realities and needs, direc-  
15 tives, policies, and procedures of the Department, to  
16 improve efficiencies, streamline management and  
17 lines of authority and responsibility, or other reasons  
18 that would be beneficial to the capital asset manage-  
19 ment of the Department.

20 (3) An identification of whether any new of-  
21 fices, structures, positions, or reporting lines should  
22 be created or modified in the Department to improve  
23 operational effectiveness, performance, and account-  
24 ability for capital asset management, including the  
25 views of the Department on the advisability of—

1 (A) consolidating the planning, manage-  
2 ment, oversight, and procurement of all leasing  
3 activities of the Department, regardless of ad-  
4 ministration or sub-agency entity, to include  
5 major and minor leases, within one office within  
6 the Office of Construction and Facilities Man-  
7 agement to consolidate and improve organiza-  
8 tion, oversight, expertise, and efficiency; and

9 (B) consolidating the planning, manage-  
10 ment, oversight, and procurement of all minor  
11 construction activities of the Department, re-  
12 gardless of administration or sub-agency entity,  
13 within one office within the Office of Construc-  
14 tion and Facilities Management to consolidate  
15 and improve organization, oversight, expertise,  
16 and efficiency.

17 (4) An assessment of whether a modified De-  
18 partmental organizational structure and changes to  
19 relevant statutory provisions could create a clearly  
20 identified single line of accountability and responsi-  
21 bility for the full life-cycle of capital asset manage-  
22 ment activities of the Department so as to improve  
23 effectiveness, efficiency, performance, and stability  
24 of capital asset management of the Department.

1           (5) An assessment of whether the qualifications  
 2 requirements for the Director of Construction and  
 3 Facilities Management under section 312A(b)(1) of  
 4 title 38, United States Code, should be modified to  
 5 ensure the Department is able to hire from a broad  
 6 candidate pool of qualified applicants.

7           (6) Specific reasons for the statutory or other  
 8 changes that are recommended in the report or if no  
 9 changes are necessary, a justification for not making  
 10 any changes, including a statement providing the  
 11 single responsible executive and office in charge of  
 12 managing all capital asset management activities of  
 13 the Department as of the date of the report.

14           (7) An identification of such legislative or ad-  
 15 ministrative action as the Secretary determines nec-  
 16 essary to implement the changes necessary to im-  
 17 prove capital asset management of the Department.

18 **SEC. 327. IMPROVING PREVENTION, DETECTION, AND RE-**  
 19 **PORTING OF WASTE, FRAUD, AND ABUSE IN**  
 20 **DEPARTMENT OF VETERANS AFFAIRS CAP-**  
 21 **ITAL ASSET PROJECTS AND ACTIVITIES.**

22           (a) REPORT REQUIRED.—Not later than one year  
 23 after the date of the enactment of this Act, the Secretary  
 24 of Veterans Affairs shall submit to the appropriate com-  
 25 mittees of Congress a report on actions the Department

1 of Veterans Affairs is taking or plans to take to enhance  
2 the ability of the Department to prevent, detect, and re-  
3 port waste, fraud, and abuse occurring in capital asset  
4 projects of the Department, whether by employees, con-  
5 tractors, or other relevant persons or entities involved with  
6 the Department.

7 (b) ELEMENTS.—The report required by subsection  
8 (a) shall include the following:

9 (1) An assessment of whether new training or  
10 enhancements to existing training should be under-  
11 taken to improve the prevention, detection, and re-  
12 porting of waste, fraud, and abuse.

13 (2) Recommendations for such legislative and  
14 administrative action as the Secretary determines  
15 appropriate to improve the prevention, detection,  
16 and reporting of waste, fraud, and abuse.

17 (3) Such other matters as the Secretary con-  
18 siders appropriate.

19 (c) CONSULTATION.—In carrying out subsection (a),  
20 the Secretary—

21 (1) shall consult with the Inspector General of  
22 the Department of Veterans Affairs and the Comp-  
23 troller General of the United States on matters re-  
24 lating to best practices and strategies to improve de-  
25 tection and prevention by the Department of waste,

1 fraud, and abuse in capital asset projects and man-  
 2 agement; and

3 (2) may consult with such other persons and  
 4 entities on such matters as the Secretary considers  
 5 appropriate.

6 **SEC. 328. COMPTROLLER GENERAL REPORT ON CONTIN-**  
 7 **UED NEED FOR NON-DEPARTMENT OF VET-**  
 8 **ERANS AFFAIRS PROJECT MANAGEMENT FOR**  
 9 **SUPER CONSTRUCTION PROJECTS.**

10 (a) IN GENERAL.—Not later than one year after the  
 11 date of the enactment of this Act, the Comptroller General  
 12 of the United States shall submit to the appropriate com-  
 13 mittees of Congress a report containing the following:

14 (1) The metrics or evaluation criteria by which  
 15 Congress should judge whether the Department of  
 16 Veterans Affairs has evolved in their management  
 17 capabilities, performance, and results so as to permit  
 18 the removal of the requirement under section  
 19 8103(e)(1) of title 38, United States Code, that the  
 20 Department use a non-Department Federal entity to  
 21 provide full project management services for all  
 22 super construction projects.

23 (2) A description of the cost arrangements and  
 24 premiums paid by the Department, as of the date of  
 25 the report, to use a non-Department Federal entity

1       for a super construction project as required under  
2       such section and what savings may be generated  
3       through the removal of that requirement.

4           (3) Such other matters as the Comptroller Gen-  
5       eral considers relevant related to the management of  
6       infrastructure projects of the Department.

7       (b) **SUPER CONSTRUCTION PROJECT DEFINED.**—In  
8       this section, the term “super construction project” has the  
9       meaning given that term in section 8103(e)(3) of title 38,  
10      United States Code.

○