

AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 8010
OFFERED BY M *r. Kennedy*

Strike all after the enacting clause and insert the following:

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “VA Police Recruitment
3 and Retention Act of 2026”.

4 **SEC. 2. SUSPENSION ON DOWNGRADING OF LAW ENFORCE-**
5 **MENT POSITIONS IN THE DEPARTMENT OF**
6 **VETERANS AFFAIRS.**

7 (a) **SUSPENSION OF DOWNGRADES.**—No official in
8 the Department of Veterans Affairs, the Office of Per-
9 sonnel Management, or any other department or agency
10 may propose, initiate, or carry out a position downgrade
11 for any covered VA position, and no Federal funds may
12 be used to propose, initiate, or carry out a position down-
13 grade for any such position, during the period of 36
14 months beginning on the date of the enactment of this
15 Act.

16 (b) **RETROACTIVE APPLICATION.**—Any position
17 downgrade for a covered VA position proposed, initiated,
18 or carried out during the period beginning October 1,

1 2025, and ending on the date of the enactment of this
2 Act shall have no force or effect. Any such position sub-
3 jected to a position downgrade during this period shall be
4 returned to the status it had prior to the position down-
5 grade. Any employee occupying such a position shall re-
6 ceive all pay to which they otherwise would have been enti-
7 tled.

8 (c) NOTIFICATION OF FUTURE DOWNGRADES.—

9 After the period of 36 months referred to in subsection
10 (a), a position downgrade for a covered VA position (or
11 a set of such position downgrades) may not take effect
12 until the date that is 60 days after the date on which the
13 Secretary of Veterans Affairs submits to Congress a noti-
14 fication of the position downgrade, including—

15 (1) a description of the position downgrade and
16 the date on which it is to take effect;

17 (2) the number and location of each position to
18 be subjected to the position downgrade;

19 (3) each occupational series and grade level in-
20 volved;

21 (4) the justification for the proposed position
22 downgrade;

23 (5) the anticipated operational impact of the
24 position downgrade on the law enforcement func-

1 tions within the Department of Veterans Affairs;
2 and

3 (6) a description of the consultation, if any,
4 conducted with the employees affected by the posi-
5 tion downgrade or representatives of such employees.

6 (d) DEFINITIONS.—In this Act:

7 (1) COVERED VA POSITION.—The term “cov-
8 ered VA position” means a position carrying out law
9 enforcement functions within the Department of
10 Veterans Affairs, whether permanent, temporary,
11 full-time, part-time, or intermittent, and without re-
12 gard to the source of funding for the position.

13 (2) POSITION DOWNGRADE.—The term “posi-
14 tion downgrade” means a consistency review, incum-
15 bent-only review, or other classification action taken
16 by the Office of Personnel Management or any other
17 department or agency pursuant to chapter 51 of title
18 5, United States Code, or similar authority, that
19 may result in a loss of grade or pay associated with
20 a position or set of positions, without regard to
21 whether an employee occupying such a position is
22 entitled to or otherwise provided with retained grade
23 or pay. This term does not include an adverse action
24 covered under section 7512 of title 5, United States
25 Code.

1 **SEC. 3. ADJUSTMENTS OF CERTAIN LOAN FEES.**

2 The loan fee table in section 3729(b)(2) of title 38,
3 United States Code, is amended by striking “June 9,
4 2034” each place it appears and inserting “December 31,
5 2034”.

Amend the long title so as to read: “To suspend the
downgrading of law enforcement positions in the Depart-
ment of Veterans Affairs, and for other purposes.”.

