

114TH CONGRESS
1ST SESSION

H. R. 3956

To direct the Secretary of Veterans Affairs to develop and implement a plan to hire directors of the medical centers of the Department of Veterans Affairs.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 5, 2015

Mr. BOST (for himself, Mr. COSTA, Mr. RODNEY DAVIS of Illinois, and Mr. SWALWELL of California) introduced the following bill; which was referred to the Committee on Veterans' Affairs

A BILL

To direct the Secretary of Veterans Affairs to develop and implement a plan to hire directors of the medical centers of the Department of Veterans Affairs.

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.**

4 This Act may be cited as the “VA Health Center
5 Management Stability and Improvement Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

8 (1) According to data from the Department of
9 Veterans Affairs, several medical centers of the De-

1 partment are managed by acting or temporary direc-
2 tors.

3 (2) Some of these medical centers have not
4 been managed by a permanent director for a long
5 period.

6 (3) Pursuant to section 317.903 of title 5, Code
7 of Federal Regulations, a member of the senior execu-
8 tive service who is detailed to a temporary position
9 in a department or agency of the Federal Govern-
10 ment may not serve in that position for periods
11 longer than 120-day increments, and no member of
12 the senior executive service may be detailed to an
13 unclassified position for a period longer than 240
14 days.

15 (4) The inability of the Department of Veterans
16 Affairs to recruit qualified, permanent candidates as
17 directors of medical centers, combined with the poli-
18 cies described in paragraph (3), leads to frequent
19 turnover of directors at the medical centers which
20 impedes the ability of system management to engage
21 in long-term planning and other functions necessary
22 to improve service delivery to veterans.

23 (5) The Secretary of Veterans Affairs should
24 develop a comprehensive plan to recruit permanent

1 directors at each medical center that lacks a perma-
2 nent director.

3 **SEC. 3. PLAN TO HIRE DIRECTORS OF MEDICAL CENTERS**
4 **OF DEPARTMENT OF VETERANS AFFAIRS.**

5 (a) PLAN.—Not later than 120 days after the date
6 of the enactment of this Act, the Secretary of Veterans
7 Affairs shall develop and implement a plan to hire highly
8 qualified directors for each medical center of the Depart-
9 ment of Veterans Affairs that lacks a permanent director
10 as of the date of the plan. The Secretary shall prioritize
11 the hiring of such directors for the medical centers that
12 have not had a permanent director for the longest periods.

13 (b) MATTERS INCLUDED.—The plan developed under
14 subsection (a) shall include the following:

15 (1) A deadline to hire the directors of the med-
16 ical centers of the Department as described in such
17 subsection.

18 (2) Identification of the possible impediments to
19 such hiring.

20 (3) Identification of opportunities to promote
21 and train candidates from within the Department to
22 senior executive positions in the Department, includ-
23 ing as directors of medical centers.

24 (c) SUBMISSION.—Not later than 120 days after the
25 date of the enactment of this Act, the Secretary shall sub-

1 mit to the Committees on Veterans' Affairs of the House
2 of Representatives and the Senate the plan developed
3 under subsection (a).

4 (d) SEMIANNUAL REPORTS.—Not later than 180
5 days after the date of the enactment of this Act, and each
6 180-day period thereafter until January 1, 2018, the Sec-
7 retary shall submit to the Committees on Veterans' Affairs
8 of the House of Representatives and the Senate a list of
9 each medical center of the Department that lacks a per-
10 manent director as of the date of the report.

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