

113TH CONGRESS
1ST SESSION

H. R. 3615

To amend title 38, United States Code, to improve the hiring of veterans
by the Federal Government.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 21, 2013

Mr. REICHERT introduced the following bill; which was referred to the Committee on Veterans' Affairs, and in addition to the Committee on Oversight and Government Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To amend title 38, United States Code, to improve the
hiring of veterans by the Federal Government.

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 “Careers for Heroes
5 Act”.

6 **SEC. 2. EMPLOYMENT OF VETERANS WITH THE FEDERAL**
7 **GOVERNMENT.**

8 (a) IN GENERAL.—Section 4214 of title 38, United
9 States Code, is amended—

1 (1) in subsection (b), by adding at the end the
2 following:

3 “(4)(A) The requirement under this paragraph is in
4 addition to the appointment of qualified covered veterans
5 under the authority under paragraph (1) by the Depart-
6 ment of Veterans Affairs and the Department of Defense.

7 “(B) The head of each agency (excluding the Sec-
8 retary of Veterans Affairs and the Secretary of Defense),
9 in consultation with the Director of the Office of Per-
10 sonnel Management, shall develop and implement a plan
11 for exercising the authority specified in subparagraph (C)
12 during the five-year period beginning on the date of the
13 enactment of this paragraph.

14 “(C) The authority specified in this subparagraph is
15 the authority as follows:

16 “(i) The authority under paragraph (1).

17 “(ii) The authority available to the agency con-
18 cerned under the Veterans Employment Opportuni-
19 ties Act of 1998 (Public Law 105–339) and the
20 amendments made by that Act.

21 “(D) The Director of the Office of Personnel Man-
22 agement shall ensure that under the plans developed
23 under subparagraph (B), agencies shall appoint to existing
24 vacancies not fewer than 15,000 qualified covered veterans
25 during the five-year period beginning on the date of the

1 enactment of this paragraph. For purposes of complying
2 with this subparagraph, an appointment pursuant to the
3 authority referred to in subparagraph (C)(ii) shall not
4 count toward the number required by this subparagraph
5 unless the appointment is to a vacancy in a full-time, per-
6 manent position.”;

7 (2) in subsection (d), in the third sentence, by
8 inserting “(including, during the five-year period be-
9 ginning on the date of the enactment of paragraph
10 (4) of subsection (b), the development and imple-
11 mentation by each agency of the plan required under
12 such paragraph, which shall include information re-
13 garding the grade or pay level of appointments by
14 the agency under the plan and whether the appoint-
15 ments are, or are converted to, career or career-con-
16 ditional appointments)” after “subsection (b) of this
17 section”; and

18 (3) in subsection (e)—

19 (A) in paragraph (1)—

20 (i) in the matter before subparagraph
21 (A), by striking “to the Congress” and in-
22 serting “to the appropriate committees of
23 Congress”; and

24 (ii) in subparagraph (A), by inserting
25 “(including, during the five-year period be-

1 ginning on the date of the enactment of
2 paragraph (4) of subsection (b), the devel-
3 opment and implementation by the agency
4 of the plan required under such paragraph,
5 which shall include information regarding
6 the grade or pay level of appointments by
7 the agency under the plan and whether the
8 appointments are, or are converted to, per-
9 manent appointments)” before the period;
10 and

11 (B) by adding at the end the following new
12 paragraph:

13 “(3) In this subsection, the term ‘appropriate com-
14 mittees of Congress’ means—

15 “(A) the Committee on Veterans’ Affairs and
16 the Committee on Homeland Security and Govern-
17 mental Affairs of the Senate; and

18 “(B) the Committee on Veterans’ Affairs and
19 the Committee on Oversight and Government Re-
20 form of the House of Representatives.”.

21 (b) REPORT.—Not later than 180 days after the date
22 of enactment of this Act, the Director of the Office of Per-
23 sonnel Management shall submit to the appropriate com-
24 mittees of Congress (as defined under section 4214(e)(3)
25 of title 38, United States Code, as amended by subsection

1 (a) a report containing a plan to carry out the amend-
2 ments made by subsection (a).

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