

116TH CONGRESS  
2D SESSION

# S. 4124

To expedite hiring by the Department of Veterans Affairs of medical department personnel separating from the Armed Forces, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

JULY 1, 2020

Mr. BRAUN introduced the following bill; which was read twice and referred to the Committee on Veterans' Affairs

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## A BILL

To expedite hiring by the Department of Veterans Affairs of medical department personnel separating from the Armed Forces, 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.**

4 This Act may be cited as the “Hire Veteran Health  
5 Heroes Act of 2020”.

1 **SEC. 2. EXPEDITED HIRING BY DEPARTMENT OF VETERANS**  
2 **AFFAIRS OF MEDICAL DEPARTMENT PER-**  
3 **SONNEL SEPARATING FROM THE ARMED**  
4 **FORCES.**

5 (a) IN GENERAL.—The Secretary of Veterans Af-  
6 fairs, in consultation with the Secretary of Defense, shall  
7 conduct recruitment for covered medical personnel posi-  
8 tions from among medical department personnel of the  
9 Department of Defense who hold medical military occupa-  
10 tional specialties and are separating from the Armed  
11 Forces.

12 (b) TRANSITION ASSISTANCE PROGRAM.—Recruit-  
13 ment shall be conducted under subsection (a) for sepa-  
14 rating members of the Armed Forces as part of the Tran-  
15 sition Assistance Program conducted for such members.

16 (c) ELEMENTS OF RECRUITMENT.—

17 (1) IN GENERAL.—The Secretary of Defense, in  
18 collaboration with the Secretary of Veterans Affairs,  
19 shall schedule regular briefing times for all medical  
20 department personnel of the Department of Defense  
21 who are separating from the Armed Forces to be  
22 briefed by a supervisor or technician from a human  
23 resources office of the Veterans Health Administra-  
24 tion on—

1 (A) employment opportunities with the De-  
2 partment of Veterans Affairs throughout the  
3 United States;

4 (B) options for careers with the Depart-  
5 ment in a covered medical personnel position;  
6 and

7 (C) the expedited recruitment and hiring  
8 process under this section.

9 (2) ONE-ON-ONE APPOINTMENTS.—The super-  
10 visor or technician conducting the briefing under  
11 paragraph (1) shall—

12 (A) schedule a one-on-one appointment for  
13 each separating medical department personnel  
14 member who wishes to meet to review covered  
15 medical personnel positions that are available;  
16 and

17 (B) accept applications for such positions.

18 (d) HIRING.—

19 (1) TENTATIVE OFFER.—

20 (A) IN GENERAL.—The supervisor or tech-  
21 nician conducting the briefing under subsection  
22 (c)(1) and accepting applications under sub-  
23 section (c)(2)(B) may tentatively offer appli-  
24 cants for covered medical personnel positions  
25 who agree to accept the position and meet a

1 preliminary qualification review established by  
2 the Secretary of Veterans Affairs such a posi-  
3 tion at a medical facility of the Department of  
4 Veterans Affairs.

5 (B) TIMING.—A tentative offer under sub-  
6 paragraph (A) to a member of the Armed  
7 Forces participating in the recruitment and hir-  
8 ing process under this section may be made  
9 during the period beginning on the date that is  
10 90 days before the separation of the member  
11 from the Armed Forces and ending on the date  
12 that is 90 days after such separation.

13 (2) FINAL OFFER.—After conducting the ten-  
14 tative offer process for an individual under para-  
15 graph (1), the supervisor or technician shall trans-  
16 mit information on and credentials for the individual  
17 to the medical facility at which the individual would  
18 be hired for final verification and interviews to com-  
19 plete the hiring process and possibly present a final  
20 offer.

21 (3) CONDUCT OF HIRING PROCESS.—Notwith-  
22 standing any other provision of law, the Secretary  
23 may hire individuals under this section through di-  
24 rect, non-competitive, and other hiring processes as

1 the Secretary considers appropriate to carry out this  
2 section.

3 (e) DEFINITIONS.—In this section:

4 (1) COVERED MEDICAL PERSONNEL POSI-  
5 TION.—The term “covered medical personnel posi-  
6 tion” means a medical personnel position at all  
7 grades within the Department of Veterans Affairs  
8 employed under—

9 (A) the General Schedule under subchapter  
10 III of chapter 53 of title 5, United States Code;

11 (B) the prevailing rate system under sub-  
12 chapter IV of such chapter;

13 (C) section 7425 of title 38, United States  
14 Code; or

15 (D) a hybrid authority.

16 (2) TRANSITION ASSISTANCE PROGRAM.—The  
17 term “Transition Assistance Program” means the  
18 Transition Assistance Program under sections 1142  
19 and 1144 of title 10, United States Code.

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