

113TH CONGRESS  
1ST SESSION

# H. R. 3615

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

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## 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

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## 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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