

119TH CONGRESS
1ST SESSION

S. 396

To amend title 38, United States Code, to impose limitations on the provision of critical skill incentives to employees of the Department of Veterans Affairs in Senior Executive Services positions, and for other purposes.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 4, 2025

Mr. MORAN (for himself and Mrs. BLACKBURN) introduced the following bill;
which was read twice and referred to the Committee on Veterans' Affairs

A BILL

To amend title 38, United States Code, to impose limitations on the provision of critical skill incentives to employees of the Department of Veterans Affairs in Senior Executive Services positions, 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 “Stop Government Re-
5 wards Enriching Executives in the District Act of 2025”
6 or the “Stop GREED Act of 2025”.

1 **SEC. 2. LIMITATIONS ON PROVISION OF INCENTIVES FOR**
2 **CRITICAL SKILLS TO SENIOR EXECUTIVE**
3 **SERVICE EMPLOYEES OF DEPARTMENT OF**
4 **VETERANS AFFAIRS.**

5 Section 706(d) of title 38, United States Code, is
6 amended by adding at the end the following:

7 “(7)(A) Subject to subparagraph (B)(ii), a critical
8 skill incentive may not be provided under paragraph (1)
9 to an employee of the Department employed in a Senior
10 Executive Service position, or a position in another com-
11 parable system for senior-level Government employees, as
12 defined by the Secretary, whose position is at the Central
13 Office of the Department, including the Veterans Health
14 Administration, the Veterans Benefits Administration,
15 and the National Cemetery Administration, regardless of
16 the actual location where the employee performs the func-
17 tions of the position.

18 “(B)(i) A critical skill incentive provided under para-
19 graph (1) to an employee of the Department employed in
20 a Senior Executive Service position, or a position in an-
21 other comparable system for senior-level Government em-
22 ployees, as defined by the Secretary, not described in sub-
23 paragraph (A) of this paragraph may only be provided—

24 “(I) on an individual basis and may not be pro-
25 vided to a group of such employees; and

1 “(II) upon approval of the following officers or
2 those serving in an acting capacity:

3 “(aa) The Under Secretary for Benefits,
4 the Under Secretary for Health, or the Under
5 Secretary for Memorial Affairs.

6 “(bb) The Assistant Secretary for Human
7 Resources and Administration.

8 “(cc) The Director of the Office of Man-
9 agement or the Chief Financial Officer.

10 “(dd) The Assistant Secretary for Ac-
11 countability and Whistleblower Protection.

12 “(ee) The General Counsel.

13 “(ff) Such other officers as the Secretary
14 determines appropriate.

15 “(ii) In the case of an employee of the Department
16 employed in a Senior Executive Service position, or a posi-
17 tion in another comparable system for senior-level Govern-
18 ment employees, as defined by the Secretary, whose posi-
19 tion is primarily at the Central Office of the Department,
20 but who performs some portion of the employee’s job func-
21 tion at other facilities of the Department, as defined by
22 the Secretary, not at Central Office—

23 “(I) the employee shall not be considered de-
24 scribed in subparagraph (A) with respect to the por-
25 tion of the employee’s job function that is based out

1 of non-Central Office facilities of the Department;
2 and

3 “(II) any critical skill incentive provided under
4 paragraph (1) to the employee for the portion of the
5 employee’s job function that is based out of facilities
6 of the Department other than the Central Office
7 shall be proportionate to the time spent at those De-
8 partment facilities.

9 “(C)(i) Not later than one year after the date of the
10 enactment of the Stop Government Rewards Enriching
11 Executives in the District Act of 2025, and not less fre-
12 quently than once each year thereafter, the Secretary shall
13 submit to the Committee on Veterans’ Affairs of the Sen-
14 ate and the Committee on Veterans’ Affairs of the House
15 of Representatives an annual report on the employees of
16 the Department employed in a Senior Executive Service
17 position, or a position in another comparable system for
18 senior-level Government employees, as defined by the Sec-
19 retary, who were provided a critical skill incentive under
20 paragraph (1).

21 “(ii) Reports submitted pursuant to clause (i) may
22 be submitted by incorporating their contents into other
23 congressionally mandated reports to the committees de-
24 scribed in such clause.

1 “(D) In this paragraph, the term ‘Senior Executive
2 Service position’ has the meaning given such term in sec-
3 tion 3132(a) of title 5.”.

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