



**CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE**

October 12, 2016

**H.R. 4150
Department of Veterans Affairs Emergency Medical Staffing
Recruitment and Retention Act**

*As ordered reported by the House Committee on Veterans' Affairs
on September 21, 2016*

H.R. 4150 would allow the Department of Veterans Affairs (VA) to offer alternative work schedules (above or below 80 hours on a biweekly basis) to physicians or physician assistants (PAs) who work for VA on a full-time basis, provided that the total work hours in a calendar year do not exceed 2,080. Physicians and PAs would not be eligible for overtime pay for the hours worked in accordance with an alternative work schedule. VA reports that implementing this bill would not affect the amount of compensation paid to those employees.

CBO estimates that implementing this bill would cost less than \$500,000 over the 2017-2021 period to prepare the necessary regulations; that spending would be subject to the availability of appropriated funds.

Enacting the legislation would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply.

CBO estimates that enacting H.R. 4150 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year periods beginning in 2027.

H.R. 4150 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act would not affect the budgets of state, local, or tribal governments.

The CBO staff contact for this estimate is Ann E. Futrell. The estimate was approved by H. Samuel Papenfuss, Deputy Assistant Director for Budget Analysis.