

H.R. 4278, Restore Department of Veterans Affairs Accountability Act of 2023

As ordered reported by the House Committee on Veterans' Affairs on July 26, 2023

By Fiscal Year, Millions of Dollars	2023	2023-2028	2023-2033
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	0	2	not estimated
Increases <i>net direct spending</i> in any of the four consecutive 10-year periods beginning in 2034?	No	Statutory pay-as-you-go procedures apply?	No
		Mandate Effects	
Increases <i>on-budget deficits</i> in any of the four consecutive 10-year periods beginning in 2034?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No

H.R. 4278 would make several changes to disciplinary policies for employees of the Department of Veterans Affairs (VA).

The bill would:

- Allow VA to more quickly remove, demote, or suspend employees;
- Truncate the grievance processes for employees affected by adverse disciplinary action; and
- Require two studies of VA's performance management processes and oversight.

Allowing VA to remove, demote, or suspend employees more quickly would change which people VA employs, but would not significantly affect the number of people who work for the department. Thus, those changes would have an insignificant effect on the budget.

The bill would require VA to contract with the National Academy of Public Administration to study the department's performance management systems. The bill also would require the Government Accountability Office to conduct a study of the oversight functions of the Veterans Health Administration. Based on the cost of similar studies, CBO estimates the studies required by H.R. 4278 would each cost \$1 million. In total, implementing H.R. 4278

See also

[CBO's Cost Estimates Explained](#), [CBO Describes Its Cost-Estimating Process](#), [Glossary](#)



would cost \$2 million over the 2023-2028 period; any spending would be subject to the availability of appropriated funds.

The CBO staff contact for this estimate is Logan Smith. The estimate was reviewed by Christina Hawley Anthony, Deputy Director of Budget Analysis.

A handwritten signature in black ink, appearing to read "Phillip L. Swagel".

Phillip L. Swagel
Director, Congressional Budget Office