

119TH CONGRESS
1ST SESSION

H. R. 6740

To amend title 38, United States Code, to modify pay rates for certain Senior Executive Service employees at the Department of Veterans Affairs, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 16, 2025

Mr. FLOOD introduced the following bill; which was referred to the Committee on Veterans' Affairs

A BILL

To amend title 38, United States Code, to modify pay rates for certain Senior Executive Service employees at the Department of Veterans Affairs, 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 “Veterans Affairs
5 Transparency and Reform of the Upper Senior Tenure
6 Act” or the “VA TRUST Act”.

7 **SEC. 2. PAY FOR SENIOR EXECUTIVE POSITIONS.**

8 (a) REPORTS ON PERFORMANCE AWARDS AND BO-
9 NUSES TO HIGH-LEVEL EMPLOYEES.—Section 726(b) of

1 title 38, United States Code, is amended by adding at the
2 end the following:

3 “(4) The appropriations accounts from which
4 amounts were used to pay such an award or bonus.

5 “(5) The annual basic rate of pay for each indi-
6 vidual awarded the award or bonus.”.

7 (b) PAY FOR SENIOR EXECUTIVE POSITIONS.—

8 (1) IN GENERAL.—Subchapter I of chapter 7 of
9 title 38, United States Code, is amended by adding
10 at the end the following:

11 **“§ 729. Pay for senior executive positions**

12 “(a) RATES OF PAY.—Any individual appointed to a
13 senior executive position within the Department shall re-
14 ceive the annual rate of basic pay applicable to such a
15 position, as determined by the Secretary, in accordance
16 with the pay ranges, structure, and aggregate limitations
17 established for the Senior Executive Service under sub-
18 chapter VIII of chapter 53 of title 5, including section
19 5382.

20 “(b) CAREER APPOINTEES TRANSFERRING FROM
21 OTHER AGENCIES.—Any career appointee who transfers
22 from another agency to a senior executive position at the
23 Department shall receive the annual rate of basic pay ap-
24 plicable to such position, as determined by the Secretary
25 under subsection (a), and such rate shall be consistent

1 with the individual's performance and pay level under sec-
 2 tions 5383 and 5384 of title 5.

3 “(c) TRANSFERS WITHIN THE DEPARTMENT.—If
 4 any individual occupying a senior executive position at the
 5 Department transfers or otherwise moves to another sen-
 6 ior executive position within the Department, the indi-
 7 vidual shall, effective on the first day of the first pay pe-
 8 riod beginning after the date that the individual first occu-
 9 pies such other position, receive the rate of basic pay es-
 10 tablished by the Secretary for that position under sub-
 11 section (a). The Secretary may adjust such rate only to
 12 the extent authorized under section 5382 or 5383 of title
 13 5.

14 “(d) DEFINITIONS.—In this section, the terms ‘ca-
 15 reer appointee’ and ‘senior executive position’ have the
 16 meanings given such terms in section 3132(a) of title 5.”.

17 (2) CLERICAL AMENDMENT.—The table of sec-
 18 tions at the beginning of such subchapter is amend-
 19 ed by adding at the end the following new item:

“729. Pay for senior executive positions.”.

