



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

March 22, 2023

**MEMORANDUM FOR UNDER SECRETARIES, ASSISTANT SECRETARIES AND
OTHER KEY OFFICIALS**

SUBJECT: Delegation of Authority to Establish Rates for Special Pay Under Section 5305(a)(1) of Title 5, Section 909 of the Sergeant First Class Heath Robinson Honoring our Promise to Address Comprehensive Toxics (PACT) Act, P.L. 117-168.

1. DELEGATION. This memorandum delegates to the Department of Veterans Affairs (VA) Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness (ASHRA/OSP) the authority to establish rates of special pay under 5 U.S.C. § 5305(a)(1) and up to the limits specified in 38 U.S.C. § 706(i).

2. AUTHORITIES.

- a. [38 U.S.C. § 706\(i\)](#), Rates of special pay, as established by section 909 of the [PACT Act, P.L. 117-168](#).
- b. [38 U.S.C. § 303](#), Secretary of Veterans Affairs.
- c. [38 U.S.C. § 512](#), Delegation of Authority; assignment of functions and duties.
- d. [VA Directive 0000](#), Delegations of Authority.

3. REFERENCES. 5 U.S.C. § 5305(a)(1), Special pay authority; VA Directive and Handbook 5007, Pay Administration; and VA Directive 5001, System of VA Human Resources Management Directives and Handbooks General Introduction and Administration.

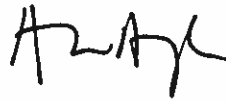
4. RESTRICTIONS. The authority delegated is intended solely to support the Department's ability to recruit and retain VA personnel in accordance with the PACT Act. Delegations should be authorized consistent with guidance issued by VA. Except as described, the requirements of coverage, exclusions and administration of special rates of pay set forth in 5 U.S.C. § 5305, VA Handbook 5007, Part VI, chapter 6 remain the same.

5. REDELEGATION. The ASHRA/OSP may redelegate the authority to establish rates of special pay to the Principal Deputy Assistant Secretary, HRA/OSP or the Chief Human Capital Officer. No further redelegations are authorized.

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6. EFFECTIVE DATE AND EXPIRATION DATE. This delegation of authority is effective upon signature, and pursuant to VA Directive 0000, I have waived the 2-year expiration date. Therefore, this delegation of authority will be in effect to coincide with the termination date of the provision, [38 U.S.C. § 706\(k\)](#), on September 30, 2027.



Denis McDonough