



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

December 19, 2022

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

SUBJECT: Delegation of Authority for Monetary Awards (VIEWS 8609172)

DELEGATION. I delegate authority to the Department of Veterans Affairs (VA) Under Secretaries, Assistant Secretaries and Other Key Officials with equivalent levels of authority, to approve up to \$20,000 for individual monetary awards, and up to \$25,000 for group monetary awards (provided no one group member receives more than \$20,000). These include all monetary awards referenced in VA Handbook 5017, Employee Recognition and Awards, including but not limited to, superior performance awards, special contribution awards and suggestion awards. This delegation rescinds my delegation of the same subject dated September 7, 2022. (VIEWS 8111764)

AUTHORITY.

- a. [5 U.S.C. § 4503](#) – Agency awards.
- b. [5 U.S.C. § 4505a](#) – Performance-based cash awards.
- c. [38 U.S.C. § 7404A\(a\)](#) – Superior Accomplishment and Performance Awards Program as established by section 906(b) of the Sergeant First Class Heath Robinson Honoring our Promise to Address Comprehensive Toxics (PACT) Act of 2022, which grants the Secretary the authority to establish an awards program for personnel listed in 38 U.S.C. § 7421(b).
- d. [38 U.S.C. § 706\(c\)](#) – Merit Awards as established by section 909 of the PACT Act of 2022, which creates section 706 of title 38 and creates an exception to [5 U.S.C. § 4502\(b\)](#), wherein the Secretary no longer has to seek Office of Personnel Management approval of individual monetary awards until September 30, 2027.

REFERENCES. The provisions in [VA Handbook 5017, Employee Recognition and Awards](#), involving the authority necessary for approving cumulative special contribution awards, (e.g., Part I, paragraph 5.a.(7)), are not applicable until October 1, 2027). The policy will be modified accordingly within the next 12 months.

RESTRICTIONS. This delegation does not apply to superior performance awards issued to Senior Executive Service (SES) and SES Equivalent employees appointed under 38 U.S.C. 7306 or 7401(4) or those employees in a covered executive position under 38 U.S.C. 7401(1). This delegation also does not apply to Presidential Rank Awards. This delegation does not affect the Secretary's authority to carry out, modify or further delegate the authority delegated herein.

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REDELEGATIONS. Under Secretaries, Assistant Secretaries and Other Key Officials may redelegate this authority in writing. No award amount over \$15,000 may be redelegated.

EFFECTIVE DATE. This delegation of authority is effective upon signature and pursuant to VA Directive 0000, Delegations of Authority, 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 PACT Act provision on September 30, 2027.

A handwritten signature in black ink, appearing to read 'DMcD', is centered on the page.

Denis McDonough