## S. 689

To authorize appropriations for the United States Customs Service for fiscal years 2000 and 2001, and for other purposes.

### IN THE SENATE OF THE UNITED STATES

March 23, 1999

Mr. Grassley (for himself and Mr. Graham) introduced the following bill; which was read twice and referred to the Committee on Finance

## A BILL

To authorize appropriations for the United States Customs Service for fiscal years 2000 and 2001, 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 "Comprehensive Border
- 5 Protection Act of 1999".

1	TITLE I—AUTHORIZATION OF
2	APPROPRIATIONS FOR
3	UNITED STATES CUSTOMS
4	SERVICE FOR ENHANCED IN-
5	SPECTION, TRADE FACILITA-
6	TION, AND DRUG INTERDIC-
7	TION
8	SEC. 101. AUTHORIZATION OF APPROPRIATIONS.
9	(a) Drug Enforcement and Other Noncommer-
10	CIAL OPERATIONS.—Subparagraphs (A) and (B) of sec-
11	tion $301(b)(1)$ of the Customs Procedural Reform and
12	Simplification Act of 1978 (19 U.S.C. $2075(b)(1)(A)$ and
13	(B)) are amended to read as follows:
14	"(A) $$1,019,608,384$ for fiscal year 2000.
15	(B) \$1,111,450,668 for fiscal year
16	2001.".
17	(b) Commercial Operations.—Clauses (i) and (ii)
18	of section $301(b)(2)(A)$ of such Act (19 U.S.C.
19	2075(b)(2)(A)(i) and (ii)) are amended to read as follows:
20	"(i) \$990,030,000 for fiscal year 2000.
21	"(ii) \$1,009,312,000 for fiscal year
22	2001.".
23	(c) Air and Marine Interdiction.—Subpara-
24	graphs (A) and (B) of section 301(b)(3) of such Act (19

U.S.C. 2075(b)(3)(A) and (B)) are amended to read as 2 follows: 3 "(A) \$229,001,000 for fiscal year 2000. "(B) \$176,967,000 for fiscal year 2001.". 5 (d) Submission of Out-Year Budget Projec-TIONS.—Section 301(a) of such Act (19 U.S.C. 2075(a)) is amended by adding at the end the following: 8 "(3) By no later than the date on which the President submits to Congress the budget of the United States Gov-10 ernment for a fiscal year, the Commissioner of Customs shall submit to the Committee on Ways and Means of the 11 12 House of Representatives and the Committee on Finance of the Senate the projected amount of funds for the succeeding fiscal year that will be necessary for the operations 14 15 of the Customs Service as provided for in subsection (b).". 16 SEC. 102. CARGO INSPECTION AND NARCOTICS DETECTION 17 EQUIPMENT FOR THE UNITED STATES-MEX-18 ICO BORDER, UNITED STATES-CANADA BOR-19 DER, AND FLORIDA AND GULF COAST SEA-20 PORTS. 21 (a) FISCAL YEAR 2000.—Of the amounts made avail-22 able for fiscal year 2000 under section 301(b)(1)(A) of 23 the Customs Procedural Reform and Simplification Act of 1978 (19 U.S.C. 2075(b)(1)(A)), as amended by section 101(a) of this Act, \$100,036,000 shall be available until

1	expended for acquisition and other expenses associated
2	with implementation and deployment of narcotics detec-
3	tion equipment along the United States-Mexico border, the
4	United States-Canada border, and Florida and the Gulf
5	Coast seaports, as follows:
6	(1) UNITED STATES-MEXICO BORDER.—For the
7	United States-Mexico border, the following:
8	(A) \$6,000,000 for 8 Vehicle and Con-
9	tainer Inspection Systems (VACIS).
10	(B) $$11,000,000$ for 5 mobile truck x-rays
11	with transmission and backscatter imaging.
12	(C) $$12,000,000$ for the upgrade of $8$
13	fixed-site truck x-rays from the present energy
14	level of $450,000$ electron volts to $1,000,000$
15	electron volts (1–MeV).
16	(D) $\$7,200,000$ for 8 1–MeV pallet x-rays.
17	(E) $$1,000,000$ for 200 portable contra-
18	band detectors (busters) to be distributed
19	among ports where the current allocations are
20	inadequate.
21	(F) \$600,000 for 50 contraband detection
22	kits to be distributed among all southwest bor-
23	der ports based on traffic volume.
24	(G) \$500,000 for 25 ultrasonic container
25	inspection units to be distributed among all

1	ports receiving liquid-filled cargo and to ports
2	with a hazardous material inspection facility.
3	(H) \$2,450,000 for 7 automated targeting
4	systems.
5	(I) \$360,000 for 30 rapid tire deflator sys-
6	tems to be distributed to those ports where port
7	runners are a threat.
8	(J) \$480,000 for 20 portable Treasury En-
9	forcement Communications Systems (TECS)
10	terminals to be moved among ports as needed
11	(K) \$1,000,000 for 20 remote watch sur-
12	veillance camera systems at ports where there
13	are suspicious activities at loading docks, vehi-
14	cle queues, secondary inspection lanes, or areas
15	where visual surveillance or observation is ob-
16	scured.
17	(L) \$1,254,000 for 57 weigh-in-motion
18	sensors to be distributed among the ports with
19	the greatest volume of outbound traffic.
20	(M) \$180,000 for 36 AM traffic informa-
21	tion radio stations, with 1 station to be located
22	at each border crossing.
23	(N) \$1,040,000 for 260 inbound vehicle
24	counters to be installed at every inbound vehicle
25	lane.

1	(O) \$950,000 for 38 spotter camera sys-
2	tems to counter the surveillance of customs in-
3	spection activities by persons outside the bound-
4	aries of ports where such surveillance activities
5	are occurring.
6	(P) \$390,000 for 60 inbound commercial
7	truck transponders to be distributed to all ports
8	of entry.
9	(Q) \$1,600,000 for 40 narcotics vapor and
10	particle detectors to be distributed to each bor-
11	der crossing.
12	(R) \$400,000 for license plate reader auto-
13	matic targeting software to be installed at each
14	port to target inbound vehicles.
15	(S) \$1,000,000 for a demonstration site
16	for a high-energy relocatable rail car inspection
17	system with an x-ray source switchable from
18	2,000,000 electron volts (2–MeV) to $6,000,000$
19	electron volts (6–MeV) at a shared Department
20	of Defense testing facility for a two-month test-
21	ing period.
22	(2) United States-Canada Border.—For the
23	United States-Canada border, the following:
24	(A) \$3,000,000 for 4 Vehicle and Con-
25	tainer Inspection Systems (VACIS).

1	(B) \$8,800,000 for 4 mobile truck x-rays
2	with transmission and backscatter imaging.
3	(C) \$3,600,000 for 4 1–MeV pallet x-rays.
4	(D) \$250,000 for 50 portable contraband
5	detectors (busters) to be distributed among
6	ports where the current allocations are inad-
7	equate.
8	(E) \$300,000 for 25 contraband detection
9	kits to be distributed among ports based on
10	traffic volume.
11	(F) \$240,000 for 10 portable Treasury
12	Enforcement Communications Systems (TECS)
13	terminals to be moved among ports as needed.
14	(G) \$400,000 for 10 narcotics vapor and
15	particle detectors to be distributed to each bor-
16	der crossing based on traffic volume.
17	(H) \$600,000 for 30 fiber optic scopes.
18	(I) \$250,000 for 50 portable contraband
19	detectors (busters) to be distributed among
20	ports where the current allocations are inad-
21	equate.
22	(J) \$3,000,000 for 10 x-ray vans with par-
23	ticle detectors.
24	(K) \$40,000 for 8 AM loop radio systems.
25	(L) \$400,000 for 100 vehicle counters.

1	(M) \$1,200,000 for 12 examination tool
2	trucks.
3	(N) \$2,400,000 for 3 dedicated commuter
4	lanes.
5	(O) \$1,050,000 for 3 automated targeting
6	systems.
7	(P) \$572,000 for 26 weigh-in-motion sen-
8	sors.
9	(Q) \$480,000 for 20 portable Treasury
10	Enforcement Communication Systems (TECS).
11	(3) Florida and gulf coast seaports.—
12	For Florida and the Gulf Coast seaports, the fol-
13	lowing:
14	(A) \$4,500,000 for 6 Vehicle and Con-
15	tainer Inspection Systems (VACIS).
16	(B) \$11,800,000 for 5 mobile truck x-rays
17	with transmission and backscatter imaging.
18	(C) $$7,200,000$ for 8 1–MeV pallet x-rays.
19	(D) \$250,000 for 50 portable contraband
20	detectors (busters) to be distributed among
21	ports where the current allocations are inad-
22	equate.
23	(E) \$300,000 for 25 contraband detection
24	kits to be distributed among ports based on
25	traffic volume.

1	(b) FISCAL YEAR 2001.—Of the amounts made avail-
2	able for fiscal year 2001 under section 301(b)(1)(B) of
3	the Customs Procedural Reform and Simplification Act of
4	1978 (19 U.S.C. 2075(b)(1)(B)), as amended by section
5	101(a) of this Act, \$9,923,500 shall be for the mainte-
6	nance and support of the equipment and training of per-
7	sonnel to maintain and support the equipment described
8	in subsection (a).
9	(c) Acquisition of Technologically Superior
10	EQUIPMENT; TRANSFER OF FUNDS.—
11	(1) In general.—The Commissioner of Cus-
12	toms may use amounts made available for fiscal year
13	2000 under section 301(b)(1)(A) of the Customs
14	Procedural Reform and Simplification Act of 1978
15	(19 U.S.C. 2075(b)(1)(A)), as amended by section
16	101(a) of this Act, for the acquisition of equipment
17	other than the equipment described in subsection (a)
18	if such other equipment—
19	(A)(i) is technologically superior to the
20	equipment described in subsection (a); and
21	(ii) will achieve at least the same results at
22	a cost that is the same or less than the equip-
23	ment described in subsection (a); or
24	(B) is technologically equivalent to the
25	equipment described in subsection (a) and can

1	be obtained at a lower cost than the equipment
2	described in subsection (a).
3	(2) Transfer of funds.—Notwithstanding
4	any other provision of this section, the Commissioner
5	of Customs may reallocate an amount not to exceed
6	10 percent of—
7	(A) the amount specified in any of sub-
8	paragraphs (A) through (R) of subsection
9	(a)(1) for equipment specified in any other of
10	such subparagraphs (A) through (R);
11	(B) the amount specified in any of sub-
12	paragraphs (A) through (Q) of subsection
13	(a)(2) for equipment specified in any other of
14	such subparagraphs (A) through (Q); and
15	(C) the amount specified in any of sub-
16	paragraphs (A) through (E) of subsection
17	(a)(3) for equipment specified in any other of
18	such subparagraphs (A) through (E).
19	SEC. 103. PEAK HOURS AND INVESTIGATIVE RESOURCE EN-
20	HANCEMENT FOR THE UNITED STATES-MEX-
21	ICO AND UNITED STATES-CANADA BORDERS,
22	FLORIDA AND GULF COAST SEAPORTS, AND
23	THE BAHAMAS.
24	Of the amounts made available for fiscal years 2000
25	and 2001 under subparagraphs (A) and (B) of section

- 1 301(b)(1) of the Customs Procedural Reform and Sim-
- 2 plification Act of 1978 (19 U.S.C. 2075(b)(1)(A) and
- 3 (B)), as amended by section 101(a) of this Act,
- 4 \$181,864,800 for fiscal year 2000 (including \$5,673,600
- 5 until expended for investigative equipment) and
- 6 \$230,983,340 for fiscal year 2001 shall be available for
- 7 the following:
- 8 (1) A net increase of 535 inspectors, 120 spe-
- 9 cial agents, and 10 intelligence analysts for the
- 10 United States-Mexico border, and 375 inspectors for
- the United States-Canada border, in order to open
- all primary lanes on such borders during peak hours
- and enhance investigative resources.
- 14 (2) A net increase of 285 inspectors and canine
- enforcement officers to be distributed at large cargo
- facilities as needed to process and screen cargo (in-
- 17 cluding rail cargo) and reduce commercial waiting
- times on the United States-Mexico border and a net
- increase of 125 inspectors to be distributed at large
- 20 cargo facilities as needed to process and screen
- 21 cargo (including rail cargo) and reduce commercial
- waiting times on the United States-Canada border.
- 23 (3) A net increase of 40 special agents and 10
- intelligence analysts to facilitate the activities of the

- 1 additional inspectors authorized under paragraphs 2 (1) and (2).
  - (4) A net increase of 40 inspectors at sea ports in southeast Florida to process and screen cargo.
  - (5) A net increase of 70 special agent positions, 23 intelligence analyst positions, 9 support staff positions, and the necessary equipment to enhance investigation efforts targeted at internal conspiracies at the Nation's seaports.
  - (6) A net increase of 360 special agents, 30 intelligence analysts, and additional resources to be distributed among offices that have jurisdiction over major metropolitan drug or narcotics distribution and transportation centers for intensification of efforts against drug smuggling and money-laundering organizations.
  - (7) A net increase of 2 special agent positions to re-establish a Customs Attache office in Nassau.
  - (8) A net increase of 62 special agent positions and 8 intelligence analyst positions for maritime smuggling investigations and interdiction operations.
  - (9) A net increase of 50 positions and additional resources to the Office of Internal Affairs to enhance investigative resources for anticorruption efforts.

1	(10) The costs incurred as a result of the in-
2	crease in personnel hired pursuant to this section.
3	SEC. 104. AGENT ROTATIONS; ELIMINATION OF BACKLOG
4	OF BACKGROUND INVESTIGATIONS.
5	Of the amounts made available for fiscal years 2000
6	and 2001 under section 301(b)(1) (A) and (B) of the Cus-
7	toms Procedural Reform and Simplification Act of 1978
8	(19 U.S.C. 2075(b)(1) (A) and (B)), as amended by sec-
9	tion 101(a) of this Act, \$16,000,000 for fiscal year 2000
10	(including \$10,000,000 until expended) and \$6,000,000
11	for fiscal year 2001 shall be available to—
12	(1) provide additional funding to clear the
13	backlog of existing background investigations and to
14	provide for background investigations during ex-
15	traordinary recruitment activities of the agency; and
16	(2) provide for the interoffice transfer of up to
17	100 special agents, including costs related to reloca-
18	tions, between the Office of Investigations and Office
19	of Internal Affairs, at the discretion of the Commis-
20	sioner of Customs.
21	SEC. 105. AIR AND MARINE OPERATION AND MAINTENANCE
22	FUNDING.
23	(a) FISCAL YEAR 2000.—Of the amounts made avail-
24	able for fiscal year 2000 under subparagraphs (A) and
25	(B) of section 301(b)(3) of the Customs Procedural Re-

- 1 form and Simplification Act of 1978 (19 U.S.C.
- 2 2075(b)(3) (A) and (B)) as amended by section 101(c)
- 3 of this Act, \$130,513,000 shall be available until expended
- 4 for the following:
- 5 (1) \$96,500,000 for Customs Service aircraft
- 6 restoration and replacement initiative.
- 7 (2) \$15,000,000 for increased air interdiction
- 8 and investigative support activities.
- 9 (3) \$19,013,000 for marine vessel replacement
- and related equipment.
- 11 (b) FISCAL YEAR 2001.—Of the amounts made avail-
- 12 able for fiscal year 2001 under subparagraphs (A) and
- 13 (B) of section 301(b)(3) of the Customs Procedural Re-
- 14 form and Simplification Act of 1978 (19 U.S.C.
- 15 2075(b)(3) (A) and (B)) as amended by section 101(c)
- 16 of this Act, \$75,524,000 shall be available until expended
- 17 for the following:
- 18 (1) \$36,500,000 for Customs Service aircraft
- restoration and replacement.
- 20 (2) \$15,000,000 for increased air interdiction
- 21 and investigative support activities.
- 22 (3) \$24,024,000 for marine vessel replacement
- and related equipment.

1	SEC. 106. COMPLIANCE WITH PERFORMANCE PLAN RE-
2	QUIREMENTS.
3	As part of the annual performance plan for each of
4	fiscal years 2000 and 2001 covering each program activity
5	set forth in the budget of the United States Customs Serv-
6	ice, as required under section 1115 of title 31, United
7	States Code, the Commissioner of Customs shall establish
8	performance goals and performance indicators, and com-
9	ply with all other requirements contained in paragraphs
10	(1) through (6) of subsection (a) of such section with re-
11	spect to each of the activities to be carried out pursuant
12	to sections 102 and 103 of this Act.
13	SEC. 107. COMMISSIONER OF CUSTOMS SALARY.
14	(a) In General.—
15	(1) Section 5315 of title 5, United States Code,
16	is amended by striking the following item:
17	"Commissioner of Customs, Department of
18	Treasury.".
19	(2) Section 5314 of title 5, United States Code,
20	is amended by inserting the following item:
21	"Commissioner of Customs, Department of
22	Treasury.".
23	(b) Effective Date.—The amendments made by
24	this section shall take effect on October 1 1999

#### 1 SEC. 108. PASSENGER PRECLEARANCE SERVICES.

- 2 (a) Continuation of Preclearance Services.—
- 3 Notwithstanding section 13031(f) of the Consolidated
- 4 Omnibus Budget Reconciliation Act of 1985 (19 U.S.C.
- 5 58c(f)) or any other provision of law, the Customs Service
- 6 shall, without regard to whether a passenger processing
- 7 fee is collected from a person departing for the United
- 8 States from Canada and without regard to whether funds
- 9 are appropriated pursuant to subsection (b), provide the
- 10 same level of enhanced preclearance customs services for
- 11 passengers arriving in the United States aboard commer-
- 12 cial aircraft originating in Canada as the Customs Service
- 13 provided for such passengers during fiscal year 1997.
- 14 (b) Authorization of Appropriations for
- 15 Preclearance Services.—Notwithstanding section
- 16 13031(f) of the Consolidated Omnibus Budget Reconcili-
- 17 ation Act of 1985 (19 U.S.C. 58c(f)) or any other provi-
- 18 sion of law, there are authorized to be appropriated, from
- 19 the date of the enactment of this Act through September
- 20 30, 2001, such sums as may be necessary for the Customs
- 21 Service to ensure that it will continue to provide the same,
- 22 and where necessary increased, levels of enhanced
- 23 preclearance customs services as the Customs Service pro-
- 24 vided during fiscal year 1997, in connection with the ar-
- 25 rival in the United States of passengers aboard commer-
- 26 cial aircraft whose flights originated in Canada.

# 1 TITLE II—CUSTOMS 2 PERFORMANCE REPORT

2	I EIT OIMANCE ITEI OITI
3	SEC. 201. CUSTOMS PERFORMANCE REPORT.
4	(a) In General.—Not later than 120 days after the
5	date of the enactment of this Act, the Commissioner of
6	Customs shall prepare and submit to the appropriate com-
7	mittees the report described in subsection (b).
8	(b) REPORT DESCRIBED.—The report described in
9	this subsection shall include the following:
10	(1) Identification of objectives; estab-
11	LISHMENT OF PRIORITIES.—
12	(A) An outline of the means the Customs
13	Service intends to use to identify enforcement
14	priorities and trade facilitation objectives.
15	(B) The reasons for selecting the objectives
16	contained in the most recent plan submitted by
17	the Customs Service pursuant to section 1115
18	of title 31, United States Code.
19	(C) The performance standards against
20	which the appropriate committees can assess
21	the efforts of the Customs Service in reaching
22	the goals outlined in the plan described in sub-
23	paragraph (B).
24	(D) A model for—

1	(i) improving the Customs Service's
2	ability to identify violations of Customs
3	policies and procedures and related civil
4	and criminal statutes; and
5	(ii) ensuring the effective, efficient
6	and equitable administration of discipline
7	throughout the Customs Service.
8	(2) Implementation of customs mod-
9	ERNIZATION ACT.—
10	(A) A review of the Customs Service's im-
11	plementation of title VI of the North American
12	Free Trade Agreement Implementation Act
13	commonly known as the "Customs Moderniza-
14	tion Act", and the reasons why elements of that
15	Act, if any, have not been implemented.
16	(B) A review of the effectiveness of the in-
17	formed compliance strategy in obtaining higher
18	levels of compliance, particularly compliance by
19	those industries that have been the focus of the
20	most intense efforts by the Customs Service to
21	ensure compliance with the Customs Moderniza-
22	tion Act.
23	(C) A summary of the results of the re-
24	views of the initial industry-wide compliance as-
25	sessments conducted by the Customs Service as

1	part of the agency's informed compliance initia-
2	tive.
3	(3) Improvement of commercial oper-
4	ATIONS.—
5	(A) Identification of standards to be used
6	in assessing the performance and efficiency of
7	the commercial operations of the Customs Serv-
8	ice, including entry and inspection procedures,
9	classification, valuation, country-of-origin deter-
10	minations, and duty drawback determinations.
11	(B) Proposals for—
12	(i) improving the performance of the
13	commercial operations of the Customs
14	Service, particularly the functions de-
15	scribed in subparagraph (A), and
16	(ii) eliminating lengthy delays in ob-
17	taining rulings and other forms of guid-
18	ance on United States customs law, regula-
19	tions, procedures, or policies.
20	(C) Alternative strategies for ensuring that
21	United States importers, exporters, customs
22	brokers, and other members of the trade com-
23	munity have the information necessary to com-
24	ply with the customs laws of the United States

1	and to conduct their business operations ac-
2	cordingly.
3	(4) Review of enforcement responsibil-
4	ITIES.—
5	(A) A review of the enforcement respon-
6	sibilities of the Customs Service.
7	(B) An assessment of the degree to which
8	the current functions of the Customs Service
9	overlap with the functions of other agencies and
10	an identification of ways in which the Customs
11	Service can avoid duplication of effort.
12	(C) A description of the methods used to
13	ensure against misuse of personal search au-
14	thority with respect to persons entering the
15	United States at authorized ports of entry.
16	(5) Strategy for comprehensive drug
17	INTERDICTION.—
18	(A) A comprehensive strategy for the Cus-
19	toms Service's role in United States drug inter-
20	diction efforts.
21	(B) Identification of the respective roles of
22	cooperating agencies, such as the Drug En-
23	forcement Administration, the Federal Bureau
24	of Investigation, the Coast Guard, and the in-
25	telligence community, including—

1	(i) identification of the functions that
2	can best be performed by the Customs
3	Service and the functions that can best be
4	performed by agencies other than the Cus-
5	toms Service; and
6	(ii) a description of how the Customs
7	Service plans to allocate the additional
8	drug interdiction resources authorized by
9	this Act.
10	(6) Enhancement of cooperation with
11	THE TRADE COMMUNITY.—
12	(A) Identification of ways to expand co-
13	operation with United States importers and
14	customs brokers, United States and foreign car-
15	riers, and other members of the international
16	trade and transportation communities in order
17	to improve the detection of contraband before it
18	leaves a foreign port destined for the United
19	States.
20	(B) Identification of ways to enhance the
21	flow of information between the Customs Serv-
22	ice and industry in order to—
23	(i) achieve greater awareness of po-
24	tential compliance threats;

1	(ii) improve the design and efficiency
2	of the commercial operations of the Cus-
3	toms Service;
4	(iii) foster account-based manage-
5	ment;
6	(iv) eliminate unnecessary and bur-
7	densome regulations; and
8	(v) establish standards for industry
9	compliance with customs laws.
10	(7) Allocation of resources.—
11	(A) An outline of the basis for the current
12	allocation of inspection and investigative per-
13	sonnel by the Customs Service.
14	(B) Identification of the steps to be taken
15	to ensure that the Customs Service can detect
16	any misallocation of the resources described in
17	subparagraph (A) among various ports and a
18	description of what means the Customs Service
19	has for reallocating resources within the agency
20	in order to meet particular enforcement de-
21	mands or commercial operations needs.
22	(8) Automation and information tech-
23	NOLOGY.—
24	(A) Identification of the automation needs
25	of the Customs Service, an explanation of the

1	current state of the Automated Commercial
2	System, and the status of implementing a re-
3	placement for that system.
4	(B) A comprehensive strategy for reaching
5	the technology goals of the Customs Service,
6	including—
7	(i) an explanation of the proposed ar-
8	chitecture of any replacement for the Auto-
9	mated Commercial System and how the ar-
10	chitecture of the proposed replacement sys-
11	tem best serves the core functions of the
12	Customs Service;
13	(ii) identification of public and private
14	sector automation projects that are com-
15	parable and that can be used as a bench-
16	mark against which to judge the progress
17	of the Customs Service in meeting its tech-
18	nology goals;
19	(iii) an estimate of the total cost for
20	each automation project currently under-
21	way at the Customs Service and a time-
22	table for the implementation of each
23	project; and
24	(iv) a summary of the options for fi-
25	nancing each automation project.

1	(9) Personnel Policies.—
2	(A) An overview of current personnel prac-
3	tices, including a description of—
4	(i) performance standards;
5	(ii) the criteria for promotion and ter-
6	mination;
7	(iii) the process for investigating com-
8	plaints of bias and sexual harassment;
9	(iv) the criteria used for conducting
10	internal investigations;
11	(v) the protection, if any, that is pro-
12	vided for whistleblowers; and
13	(vi) the methods used to discover and
14	eliminate corruption within the Customs
15	Service.
16	(B) Identification of workforce needs for
17	the future and training needed to ensure Cus-
18	toms Service personnel stay abreast of develop-
19	ments in international business operations and
20	international trade that affect the operations of
21	the Customs Service, including identification of
22	any situations in which current personnel poli-
23	cies or practices may impede achievement of the
24	goals of the Customs Service with respect to
25	both enforcement and commercial operations.

- 1 (c) Appropriate Committees.—For purposes of
- 2 this section, the term "appropriate committees" means the
- 3 Committee on Finance of the Senate and the Committee

4 on Ways and Means of the House of Representatives.

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