

114TH CONGRESS  
1ST SESSION

# H. R. 2835

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## AN ACT

To actively recruit members of the Armed Forces who are separating from military service to serve as Customs and Border Protection officers.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Border Jobs for Vet-  
3 erans Act of 2015”.

4 **SEC. 2. FINDINGS.**

5 Congress finds the following:

6 (1) Customs and Border Protection officers at  
7 United States ports of entry carry out critical law  
8 enforcement duties associated with screening foreign  
9 visitors, returning United States citizens, and im-  
10 ported cargo entering the United States.

11 (2) It is in the national interest for United  
12 States ports of entry to be adequately staffed with  
13 Customs and Border Protection officers in a timely  
14 fashion, including meeting the congressionally fund-  
15 ed staffing target of 23,775 officers for fiscal year  
16 2015.

17 (3) An estimated 250,000 to 300,000 members  
18 of the Armed Forces separate from military service  
19 every year.

20 (4) Recruiting efforts and expedited hiring pro-  
21 cedures must be enhanced to ensure that individuals  
22 separating from military service are aware of, and  
23 partake in, opportunities to fill vacant Customs and  
24 Border Protection officer positions.

1 **SEC. 3. EXPEDITED HIRING OF APPROPRIATE SEPARATING**  
2 **SERVICE MEMBERS.**

3 The Secretary of Homeland Security shall consider  
4 the expedited hiring of qualified candidates who have the  
5 ability to perform the essential functions of the position  
6 of a Customs and Border Protection officer and who are  
7 eligible for a veterans recruitment appointment authorized  
8 under section 4214 of title 38, United States Code.

9 **SEC. 4. ENHANCEMENTS TO EXISTING PROGRAMS TO RE-**  
10 **CRUIT SERVICE MEMBERS SEPARATING**  
11 **FROM MILITARY SERVICE FOR CUSTOMS AND**  
12 **BORDER PROTECTION OFFICER VACANCIES.**

13 (a) IN GENERAL.—The Secretary of Homeland Secu-  
14 rity, in consultation with the Secretary of Defense, and  
15 acting through existing programs, authorities, and agree-  
16 ments, where applicable, shall enhance the efforts of the  
17 Department of Homeland Security to recruit members of  
18 the Armed Forces who are separating from military serv-  
19 ice to serve as Customs and Border Protection officers.

20 (b) ELEMENTS.—The enhanced recruiting efforts  
21 under subsection (a) shall—

22 (1) include Customs and Border Protection offi-  
23 cer opportunities in relevant job assistance efforts  
24 under the Transition Assistance Program;

25 (2) place U.S. Customs and Border Protection  
26 officials or other relevant Department of Homeland

1 Security officials at recruiting events and jobs fairs  
2 involving members of the Armed Forces who are  
3 separating from military service;

4 (3) provide opportunities for local U.S. Customs  
5 and Border Protection field offices to partner with  
6 military bases in the region;

7 (4) include outreach efforts to educate members  
8 of the Armed Forces with Military Occupational  
9 Specialty Codes and Officer Branches, Air Force  
10 Specialty Codes, Naval Enlisted Classifications and  
11 Officer Designators, and Coast Guard competencies  
12 that are transferable to the requirements, qualifica-  
13 tions, and duties assigned to Customs and Border  
14 Protection officers of available hiring opportunities  
15 to become Customs and Border Protection officers;

16 (5) identify shared activities and opportunities  
17 for reciprocity related to steps in hiring Customs  
18 and Border Protection officers with the goal of mini-  
19 mizing the time required to hire qualified applicants;

20 (6) ensure the streamlined interagency transfer  
21 of relevant background investigations and security  
22 clearances; and

23 (7) include such other elements as may be nec-  
24 essary to ensure that members of the Armed Forces  
25 who are separating from military service are aware

1 of opportunities to fill vacant Customs and Border  
2 Protection officer positions.

3 **SEC. 5. REPORT TO CONGRESS.**

4 (a) IN GENERAL.—Not later than 180 days after the  
5 date of the enactment of this Act, and by December 31  
6 of each of the next 3 years thereafter, the Secretary of  
7 Homeland Security, in consultation with the Secretary of  
8 Defense, shall submit a report to the Committee on Home-  
9 land Security and the Committee on Armed Services of  
10 the House of Representatives and the Committee on  
11 Homeland Security and Governmental Affairs and the  
12 Committee on Armed Services of the Senate that includes  
13 a description and assessment of the efforts of the Depart-  
14 ment of Homeland Security to hire members of the Armed  
15 Forces who are separating from military service as Cus-  
16 toms and Border Protection officers under section 4.

17 (b) CONTENT.—The report required under subsection

18 (a) shall include—

19 (1) a detailed description of the efforts to im-  
20 plement section 4, including—

21 (A) elements of the enhanced recruiting ef-  
22 forts and the goals associated with such ele-  
23 ments; and

24 (B) a description of how the elements and  
25 goals referred to in subparagraph (A) will assist

1 in meeting statutorily mandated staffing levels  
2 and agency hiring benchmarks;

3 (2) a detailed description of the efforts that  
4 have been undertaken under section 4;

5 (3) the estimated number of separating service  
6 members made aware of Customs and Border Pro-  
7 tection officer vacancies;

8 (4) the number of Customs and Border Protec-  
9 tion officer vacancies filled with separating service  
10 members; and

11 (5) the number of Customs and Border Protec-  
12 tion officer vacancies filled with separating service  
13 members under Veterans Recruitment Appointment  
14 authorized under section 4214 of title 38, United  
15 States Code.

16 **SEC. 6. RULES OF CONSTRUCTION.**

17 Nothing in this Act may be construed—

18 (1) as superseding, altering, or amending exist-  
19 ing Federal veterans' hiring preferences or Federal  
20 hiring authorities; or

1           (2) to authorize the appropriation of additional  
2           amounts to carry out this Act.

          Passed the House of Representatives September 28,  
2015.

Attest:

*Clerk.*

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