

114TH CONGRESS
1ST SESSION

S. 1603

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

IN THE SENATE OF THE UNITED STATES

JUNE 17, 2015

Mr. FLAKE (for himself, Mr. JOHNSON, Mr. MCCAIN, and Mr. SCHUMER) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

A BILL

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,*

3 **SECTION 1. SHORT TITLE.**

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

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

8 (1) Customs and Border Protection Officers at
9 United States ports of entry carry out critical law

1 enforcement duties associated with screening foreign
2 visitors, returning United States citizens, and im-
3 ported cargo entering the United States.

4 (2) It is in the national interest for United
5 States ports of entry to be adequately staffed with
6 Customs and Border Protection Officers in a timely
7 fashion, including meeting the congressionally fund-
8 ed staffing target of 23,775 officers for fiscal year
9 2015.

10 (3) An estimated 250,000 to 300,000 members
11 of the Armed Forces separate from military service
12 every year.

13 (4) Recruiting efforts and expedited hiring pro-
14 cedures should be undertaken to ensure that individ-
15 uals separating from military service are aware of,
16 and partake in, opportunities to fill vacant Customs
17 and Border Protection Officer positions.

18 **SEC. 3. EXPEDITED HIRING OF APPROPRIATE SEPARATING**
19 **SERVICEMEMBERS.**

20 (a) IDENTIFICATION OF TRANSFERABLE QUALIFICA-
21 TIONS.—Not later than 60 days after the date of the en-
22 actment of this Act, the Secretary of Homeland Security,
23 in conjunction with the Secretary of Defense, shall jointly
24 identify Military Occupational Specialty Codes, Air Force
25 Specialty Codes, Naval Enlisted Classifications and Offi-

cer Designators, and Coast Guard Competencies that are transferable to the requirements, qualifications, and duties assigned to Customs and Border Protection Officers.

(b) **HIRING.**—The Secretary of Homeland Security shall consider hiring qualified candidates with the Military Occupational Specialty Codes, Air Force Specialty Codes, Naval Enlisted Classifications and Officer Designators, and Coast Guard Competencies identified as transferable under subsection (a) who are eligible for veterans recruitment appointment authorized under section 4214 of title 38, United States Code.

**SEC. 4. ESTABLISHING A PROGRAM FOR RECRUITING
SERVICEMEMBERS SEPARATING FROM MILITARY SERVICE FOR CUSTOMS AND BORDER
PROTECTION OFFICER VACANCIES.**

(a) **IN GENERAL.**—Not later than 180 days after the date of the enactment of this Act, the Secretary of Homeland Security, in conjunction with the Secretary of Defense, shall establish a program to actively recruit members of the Armed Forces who are separating from military service to serve as Customs and Border Protection Officers.

(b) **ELEMENTS.**—The program established under subsection (a) shall—

1 (1) include Customs and Border Protection Of-
2 ficer opportunities in relevant job assistance efforts
3 under the Transition Assistance Program;

4 (2) place U.S. Customs and Border Protection
5 officials or other relevant Department of Homeland
6 Security officials at recruiting events and jobs fairs
7 involving members of the Armed Forces who are
8 separating from military service;

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

12 (4) conduct outreach efforts to educate mem-
13 bers of the Armed Forces with Military Occupational
14 Specialty Codes, Air Force Specialty Codes, and
15 Naval Enlisted Classifications and Officer Designa-
16 tors that are transferable to the requirements, quali-
17 fications, and duties assigned to Customs and Bor-
18 der Protection Officers;

19 (5) require the Secretary of Defense and the
20 Secretary of Homeland Security to work coopera-
21 tively to identify shared activities and opportunities
22 for reciprocity related to steps in hiring U.S. Cus-
23 toms and Border Patrol officers with the goal of
24 minimizing the time required to hire qualified appli-
25 cants;

1 (6) require the Secretary of Defense and the
2 Secretary of Homeland Security to work coopera-
3 tively to ensure the streamlined interagency transfer
4 of relevant background investigations and security
5 clearances; and

6 (7) include such other elements as may be nec-
7 essary to ensure that members of the Armed Forces
8 who are separating from military service are aware
9 of opportunities to fill vacant Customs and Border
10 Protection Officer positions.

11 **SEC. 5. REPORT TO CONGRESS.**

12 (a) IN GENERAL.—Not later than 180 days after the
13 date of the enactment of this Act, and by December 31
14 of each year thereafter, the Secretary of Homeland Secu-
15 rity and the Secretary of Defense shall jointly submit a
16 report to the appropriate congressional committees that
17 includes a description and assessment of the program es-
18 tablished under section 4.

19 (b) CONTENT.—The report required under subsection
20 (a) shall include—

21 (1) a detailed description of the program estab-
22 lished under section 4, including—

23 (A) programmatic elements;

24 (B) goals associated with those elements;

25 and

1 (C) a description of how the elements and
2 goals will assist in meeting statutorily man-
3 dated staffing levels and agency hiring bench-
4 marks;

5 (2) a detailed description of the program ele-
6 ments that have been implemented under section 4;

7 (3) a detailed summary of the actions taken
8 under section 4 to implement such program ele-
9 ments;

10 (4) the number of separating servicemembers
11 made aware of Customs and Border Protection Offi-
12 cer vacancies;

13 (5) the Military Occupational Specialty Codes,
14 Air Force Specialty Codes, Naval Enlisted Classi-
15 fications and Officer Designators, and Coast Guard
16 Competencies identified as transferable under sec-
17 tion 3(a) and a rationale for such identifications;

18 (6) the number of Customs and Border Protec-
19 tion Officer vacancies filled with separating
20 servicemembers;

21 (7) the number of Customs and Border Protec-
22 tion Officer vacancies filled with separating
23 servicemembers under veterans recruitment appoint-
24 ment authorized under section 4214 of title 38,
25 United States Code; and

1 (8) the results of any evaluations or consider-
2 ations of additional elements included or not in-
3 cluded in the program established under section 4.

4 **SEC. 6. RULES OF CONSTRUCTION.**

5 Nothing in this Act may be construed—

6 (a) as superseding, altering, or amending existing
7 Federal veterans' hiring preferences or Federal hiring au-
8 thorities; or

9 (b) as authorizing the appropriation of additional
10 amounts to carry out this Act.

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