

Calendar No. 196114TH CONGRESS
1ST SESSION**S. 1603****[Report No. 114–116]**

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, Mr. SCHUMER, Ms. BALDWIN, Mr. TILLIS, Mr. VITTER, Mr. SULLIVAN, Mrs. FEINSTEIN, Mr. LANKFORD, and Mr. TOOMEY) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

AUGUST 5, 2015

Reported by Mr. JOHNSON, with an amendment

[Strike out all after the enacting clause and insert the part printed in *italic*]**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,*

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 should be undertaken to ensure that individ-
22 uals separating from military service are aware of,
23 and partake in, opportunities to fill vacant Customs
24 and Border Protection Officer positions.

1 **SEC. 3. EXPEDITED HIRING OF APPROPRIATE SEPARATING**
 2 **SERVICEMEMBERS.**

3 (a) IDENTIFICATION OF TRANSFERABLE QUALIFICA-
 4 TIONS.—Not later than 60 days after the date of the en-
 5 actment of this Act, the Secretary of Homeland Security,
 6 in conjunction with the Secretary of Defense, shall jointly
 7 identify Military Occupational Specialty Codes, Air Force
 8 Specialty Codes, Naval Enlisted Classifications and Offi-
 9 cer Designators, and Coast Guard Competencies that are
 10 transferable to the requirements, qualifications, and duties
 11 assigned to Customs and Border Protection Officers.

12 (b) HIRING.—The Secretary of Homeland Security
 13 shall consider hiring qualified candidates with the Military
 14 Occupational Specialty Codes, Air Force Specialty Codes,
 15 Naval Enlisted Classifications and Officer Designators,
 16 and Coast Guard Competencies identified as transferable
 17 under subsection (a) who are eligible for veterans recruit-
 18 ment appointment authorized under section 4214 of title
 19 38, United States Code.

20 **SEC. 4. ESTABLISHING A PROGRAM FOR RECRUITING**
 21 **SERVICEMEMBERS SEPARATING FROM MILI-**
 22 **TARY SERVICE FOR CUSTOMS AND BORDER**
 23 **PROTECTION OFFICER VACANCIES.**

24 (a) IN GENERAL.—Not later than 180 days after the
 25 date of the enactment of this Act, the Secretary of Home-
 26 land Security, in conjunction with the Secretary of De-

1 fense, shall establish a program to actively recruit mem-
 2 bers of the Armed Forces who are separating from mili-
 3 tary service to serve as Customs and Border Protection
 4 Officers.

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

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

10 (2) place U.S. Customs and Border Protection
 11 officials or other relevant Department of Homeland
 12 Security officials at recruiting events and jobs fairs
 13 involving members of the Armed Forces who are
 14 separating from military service;

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

18 (4) conduct outreach efforts to educate mem-
 19 bers of the Armed Forces with Military Occupational
 20 Specialty Codes, Air Force Specialty Codes, and
 21 Naval Enlisted Classifications and Officer Designa-
 22 tors that are transferable to the requirements, quali-
 23 fications, and duties assigned to Customs and Bor-
 24 der Protection Officers;

1 (5) require the Secretary of Defense and the
2 Secretary of Homeland Security to work coopera-
3 tively to identify shared activities and opportunities
4 for reciprocity related to steps in hiring U.S. Cus-
5 toms and Border Patrol officers with the goal of
6 minimizing the time required to hire qualified appli-
7 cants;

8 (6) require the Secretary of Defense and the
9 Secretary of Homeland Security to work coopera-
10 tively to ensure the streamlined interagency transfer
11 of relevant background investigations and security
12 clearances; and

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

18 **SEC. 5. REPORT TO CONGRESS.**

19 (a) **IN GENERAL.**—Not later than 180 days after the
20 date of the enactment of this Act, and by December 31
21 of each year thereafter, the Secretary of Homeland Secu-
22 rity and the Secretary of Defense shall jointly submit a
23 report to the appropriate congressional committees that
24 includes a description and assessment of the program es-
25 tablished under section 4.

- 1 (b) ~~CONTENT.~~—The report required under subsection
2 (a) shall include—
- 3 (1) a detailed description of the program estab-
4 lished under section 4, including—
- 5 (A) programmatic elements;
- 6 (B) goals associated with those elements;
- 7 and
- 8 (C) a description of how the elements and
9 goals will assist in meeting statutorily man-
10 dated staffing levels and agency hiring bench-
11 marks;
- 12 (2) a detailed description of the program ele-
13 ments that have been implemented under section 4;
- 14 (3) a detailed summary of the actions taken
15 under section 4 to implement such program ele-
16 ments;
- 17 (4) the number of separating servicemembers
18 made aware of Customs and Border Protection Offi-
19 cer vacancies;
- 20 (5) the Military Occupational Specialty Codes,
21 Air Force Specialty Codes, Naval Enlisted Classi-
22 fications and Officer Designators, and Coast Guard
23 Competencies identified as transferable under sec-
24 tion 3(a) and a rationale for such identifications;

1 (6) the number of Customs and Border Protec-
 2 tion Officer vacancies filled with separating
 3 servicemembers;

4 (7) the number of Customs and Border Protec-
 5 tion Officer vacancies filled with separating
 6 servicemembers under veterans recruitment appoint-
 7 ment authorized under section 4214 of title 38,
 8 United States Code; and

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

12 **SEC. 6. RULES OF CONSTRUCTION.**

13 Nothing in this Act may be construed—

14 (a) as superseding, altering, or amending existing
 15 Federal veterans' hiring preferences or Federal hiring au-
 16 thorities; or

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

19 **SECTION 1. SHORT TITLE.**

20 *This Act may be cited as the “Border Jobs for Veterans*
 21 *Act of 2015”.*

22 **SEC. 2. FINDINGS.**

23 *Congress finds the following:*

24 (1) *Customs and Border Protection Officers at*
 25 *United States ports of entry carry out critical law en-*

1 *forcement 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 funded*
 8 *staffing target of 23,775 officers for fiscal year 2015.*

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

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

17 **SEC. 3. EXPEDITED HIRING OF APPROPRIATE SEPARATING**
 18 **SERVICE MEMBERS.**

19 *(a) IDENTIFICATION OF TRANSFERABLE QUALIFICA-*
 20 *TIONS.—Not later than 60 days after the date of the enact-*
 21 *ment of this Act, the Secretary of Homeland Security, in*
 22 *conjunction with the Secretary of Defense, shall jointly*
 23 *identify Military Occupational Specialty Codes, Air Force*
 24 *Specialty Codes, Naval Enlisted Classifications and Officer*
 25 *Designators, and Coast Guard Competencies that are trans-*

1 *ferable to the requirements, qualifications, and duties as-*
 2 *signed to Customs and Border Protection Officers.*

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

11 **SEC. 4. ESTABLISHING A PROGRAM FOR RECRUITING SERV-**
 12 **ICE MEMBERS SEPARATING FROM MILITARY**
 13 **SERVICE FOR CUSTOMS AND BORDER PRO-**
 14 **TECTION OFFICER VACANCIES.**

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

21 (b) *ELEMENTS.*—*The program established under sub-*
 22 *section (a) shall—*

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

1 (2) *place U.S. Customs and Border Protection*
2 *officials or other relevant Department of Homeland*
3 *Security officials at recruiting events and jobs fairs*
4 *involving members of the Armed Forces who are sepa-*
5 *rating from military service;*

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

9 (4) *conduct outreach efforts to educate members*
10 *of the Armed Forces with Military Occupational Spe-*
11 *cialty Codes, Air Force Specialty Codes, Naval En-*
12 *listed Classifications and Officer Designators, and*
13 *Coast Guard Competencies that are transferable to the*
14 *requirements, qualifications, and duties assigned to*
15 *Customs and Border Protection Officers of available*
16 *hiring opportunities to become Customs and Border*
17 *Protection Officers;*

18 (5) *require the Secretary of Defense and the Sec-*
19 *retary of Homeland Security to work cooperatively to*
20 *identify shared activities and opportunities for reci-*
21 *procity related to steps in hiring U.S. Customs and*
22 *Border Patrol officers with the goal of minimizing the*
23 *time required to hire qualified applicants;*

24 (6) *require the Secretary of Defense and the Sec-*
25 *retary of Homeland Security to work cooperatively to*

1 *ensure the streamlined interagency transfer of rel-*
2 *evant background investigations and security clear-*
3 *ances; and*

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

9 **SEC. 5. REPORT TO CONGRESS.**

10 *(a) IN GENERAL.—Not later than 180 days after the*
11 *date of the enactment of this Act, and not later than Decem-*
12 *ber 31 of each of the 3 successive years, the Secretary of*
13 *Homeland Security and the Secretary of Defense shall joint-*
14 *ly submit a report to the appropriate congressional commit-*
15 *tees that includes a description and assessment of the pro-*
16 *gram established under section 4.*

17 *(b) CONTENT.—The report required under subsection*
18 *(a) shall include—*

19 *(1) a detailed description of the program estab-*
20 *lished under section 4, including—*

21 *(A) programmatic elements;*

22 *(B) goals associated with those elements;*

23 *and*

1 (C) a description of how the elements and
2 goals will assist in meeting statutorily mandated
3 staffing levels and agency hiring benchmarks;

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

6 (3) a detailed summary of the actions taken
7 under section 4 to implement such program elements;

8 (4) the number of separating service members
9 made aware of Customs and Border Protection Officer
10 vacancies;

11 (5) the Military Occupational Specialty Codes,
12 Air Force Specialty Codes, Naval Enlisted Classifica-
13 tions and Officer Designators, and Coast Guard Com-
14 petencies identified as transferable under section 3(a)
15 and a rationale for such identifications;

16 (6) the number of Customs and Border Protec-
17 tion Officer vacancies filled with separating service
18 members;

19 (7) the number of Customs and Border Protec-
20 tion Officer vacancies filled with separating service
21 members under veterans recruitment appointment au-
22 thorized under the section 4214 of title 38, United
23 States Code; and

1 (8) *the results of any evaluations or consider-*
2 *ations of additional elements included or not included*
3 *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 Fed-*
7 *eral veterans' hiring preferences or Federal hiring authori-*
8 *ties; or*

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

Calendar No. 196

114TH CONGRESS
1ST Session

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[Report No. 114-116]

A BILL

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

August 5, 2015

Reported with an amendment