

119TH CONGRESS
1ST SESSION

H. R. 1930

To require an assesement of CBP and ICE staffing at the southern border,
and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 6, 2025

Ms. JOHNSON of Texas (for herself, Mr. CASE, Mr. LEVIN, Mr. VEASEY, and Mr. STANTON) introduced the following bill; which was referred to the Committee on Homeland Security, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To require an assesement of CBP and ICE staffing at
the southern border, 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 “Border Workforce Im-
5 provement Act”.

1 **SEC. 2. ASSESSMENT ON DHS STAFFING NEEDS AT THE**
2 **SOUTHERN BORDER.**

3 (a) STUDY.—Not later than 90 days after the date
4 of the enactment of this Act, the Secretary of Homeland
5 Security, in coordination with the Commissioner of U.S.
6 Customs and Border Protection (CBP), the Director of
7 U.S. Immigration and Customs Enforcement (ICE), and
8 the Director of United States Citizenship and Immigration
9 Services (USCIS), shall conduct an assessment of staffing
10 needs at the southern border of the United States.

11 (b) ELEMENTS.—The assessment under subsection
12 (a) shall include the following:

13 (1) Reviews of existing staffing models and
14 methodologies for deploying personnel of CBP, ICE,
15 and USCIS at the southern border and across the
16 country, and the effect of continuously relying on de-
17 tails and overtime to temporarily fill staffing gaps.

18 (2) Factors within and outside of the control of
19 the Department of Homeland Security that are af-
20 fecting workloads and exacerbating staffing chal-
21 lenges to identify solutions CBP, ICE, and USCIS
22 can accomplish, as well as solutions that require con-
23 gressional action.

24 (3) An identification of critical capability gaps
25 in human resources, new technology integration, and

1 streamlined risk management systems across CBP,
2 ICE, and USCIS.

3 (c) REPORT.—Not later than 180 days after the date
4 on which the assessment under subsection (a) is complete,
5 the Secretary of Homeland Security shall submit to the
6 appropriate congressional committees a report that in-
7 cludes the following:

8 (1) The findings of such assessment.

9 (2) A description of how the Secretary, the
10 Commissioner of CBP, the Director of ICE, and the
11 Director of USCIS should implement the rec-
12 ommendations contained in such assessment.

13 (d) APPROPRIATE CONGRESSIONAL COMMITTEES
14 DEFINED.—In this section, the term “appropriate con-
15 gressional committees” means—

16 (1) the Committee of Homeland Security and
17 the Committee on Appropriations of the House of
18 Representatives; and

19 (2) the Committee of Homeland Security and
20 Governmental Affairs and the Committee on Appro-
21 priations of the Senate.

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