

114TH CONGRESS
1ST SESSION

S. 1603

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 qualified
22 individuals separating from military service are
23 aware of, and partake in, opportunities to fill vacant
24 Customs and Border Protection Officer positions.

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

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 identify
7 Military Occupational Specialty Codes and Officer
8 Branches, Air Force Specialty Codes, Naval Enlisted Clas-
9 sifications and Officer Designators, and Coast Guard
10 Competencies that are transferable to the requirements,
11 qualifications, and duties assigned to Customs and Border
12 Protection Officers.

13 (b) HIRING.—The Secretary of Homeland Security
14 shall consider hiring qualified candidates with the Military
15 Occupational Specialty Codes, Air Force Specialty Codes,
16 Naval Enlisted Classifications and Officer Designators,
17 and Coast Guard Competencies identified as transferable
18 under subsection (a) who are eligible for veterans recruit-
19 ment appointment authorized under section 4214 of title
20 38, United States Code.

21 **SEC. 4. ENHANCEMENTS TO EXISTING PROGRAMS TO RE-**
22 **CRUIT SERVICE MEMBERS SEPARATING**
23 **FROM MILITARY SERVICE FOR CUSTOMS AND**
24 **BORDER PROTECTION OFFICER VACANCIES.**

25 (a) IN GENERAL.—The Secretary of Homeland Secu-
26 rity, in conjunction with the Secretary of Defense, and act-

1 ing through existing programs, authorities, and agree-
2 ments, where applicable, shall enhance the efforts of the
3 Department of Homeland Security to recruit members of
4 the Armed Forces who are separating from military serv-
5 ice to serve as Customs and Border Protection Officers.

6 (b) ELEMENTS.—The enhanced recruiting efforts
7 under subsection (a) shall—

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

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

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

19 (4) include outreach efforts to educate members
20 of the Armed Forces with Military Occupational
21 Specialty Codes and Officer Branches, Air Force
22 Specialty Codes, Naval Enlisted Classifications and
23 Officer Designators, and Coast Guard Competencies
24 that are transferable to the requirements, qualifica-
25 tions, and duties assigned to Customs and Border

1 Protection Officers of available hiring opportunities
2 to become Customs and Border Protection Officers;

3 (5) require the Secretary of Homeland Security
4 and the Secretary of Defense to work cooperatively
5 to identify shared activities and opportunities for
6 reciprocity related to steps in hiring U.S. Customs
7 and Border Patrol officers with the goal of mini-
8 mizing the time required to hire qualified applicants;

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

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

19 **SEC. 5. REPORT TO CONGRESS.**

20 (a) IN GENERAL.—Not later than 180 days after the
21 date of the enactment of this Act, and not later than De-
22 cember 31 of each of the 3 successive years, the Secretary
23 of Homeland Security and the Secretary of Defense shall
24 jointly submit a report to the appropriate congressional
25 committees that includes a description and assessment of

1 the efforts of the Department of Homeland Security to
2 hire separating service members as Customs and Border
3 Protection Officers.

4 (b) CONTENT.—The report required under subsection
5 (a) shall include—

6 (1) a detailed description of the proposed ef-
7 forts under section 4, including—

8 (A) elements of the enhanced recruiting ef-
9 forts;

10 (B) goals associated with those elements;
11 and

12 (C) a description of how the elements and
13 goals will assist in meeting statutorily man-
14 dated staffing levels and agency hiring bench-
15 marks;

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

18 (3) the number of separating service members
19 made aware of Customs and Border Protection Offi-
20 cer vacancies;

21 (4) the Military Occupational Specialty Codes
22 and Officer Branches, Air Force Specialty Codes,
23 Naval Enlisted Classifications and Officer Designa-
24 tors, and Coast Guard Competencies identified as

1 transferable under section 3(a) and a rationale for
2 such identifications;

3 (5) the number of Customs and Border Protec-
4 tion Officer vacancies filled with separating service
5 members; and

6 (6) the number of Customs and Border Protec-
7 tion Officer vacancies filled with separating service
8 members under veterans recruitment appointment
9 authorized under section 4214 of title 38, United
10 States Code.

11 **SEC. 6. RULES OF CONSTRUCTION.**

12 Nothing in this Act may be construed—

13 (a) to supersede, alter, or amend existing Federal vet-
14 erans' hiring preferences or Federal hiring authorities; or

15 (b) to authorize the appropriation of additional
16 amounts to carry out this Act.

Passed the Senate September 9, 2015.

Attest:

Secretary.

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