

AMENDMENT NO. _____ Calendar No. _____

Purpose: In the nature of a substitute.

IN THE SENATE OF THE UNITED STATES—114th Cong., 1st Sess.

S. 1603

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

Referred to the Committee on _____ and
ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT IN THE NATURE OF A SUBSTITUTE intended
to be proposed by Mr. JOHNSON

Viz:

1 Strike all after the enacting clause and insert the fol-

2 lowing:

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

10 enforcement duties associated with screening foreign

1 visitors, returning United States citizens, and im-
2 ported cargo entering the United States.

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

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

12 (4) Recruiting efforts and expedited hiring pro-
13 cedures should be undertaken to ensure that quali-
14 fied 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 en-
21 actment of this Act, the Secretary of Homeland Security,
22 in conjunction with the Secretary of Defense, shall jointly
23 identify Military Occupational Specialty Codes, Air Force
24 Specialty Codes, Naval Enlisted Classifications and Offi-
25 cer Designators, and Coast Guard Competencies that are

1 transferable to the requirements, qualifications, and duties
2 assigned 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,
7 and Coast Guard Competencies identified as transferable
8 under subsection (a) who are eligible for veterans recruit-
9 ment appointment authorized under section 4214 of title
10 38, United States Code.

11 **SEC. 4. ESTABLISHING A PROGRAM FOR RECRUITING**
12 **SERVICE MEMBERS SEPARATING FROM MILI-**
13 **TARY SERVICE FOR CUSTOMS AND BORDER**
14 **PROTECTION OFFICER VACANCIES.**

15 (a) **IN GENERAL.**—Not later than 180 days after the
16 date of the enactment of this Act, the Secretary of Home-
17 land Security, in conjunction with the Secretary of De-
18 fense, shall establish a program to actively recruit mem-
19 bers of the Armed Forces who are separating from mili-
20 tary service to serve as Customs and Border Protection
21 Officers.

22 (b) **ELEMENTS.**—The program established under
23 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, Naval
15 Enlisted Classifications and Officer Designators, and
16 Coast Guard Competencies that are transferable to
17 the requirements, qualifications, and duties assigned
18 to Customs and Border Protection Officers of avail-
19 able hiring opportunities to become Customs and
20 Border Protection Officers;

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

1 minimizing the time required to hire qualified appli-
2 cants;

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

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

13 **SEC. 5. REPORT TO CONGRESS.**

14 (a) IN GENERAL.—Not later than 180 days after the
15 date of the enactment of this Act, and not later than De-
16 cember 31 of each of the 3 successive years, the Secretary
17 of Homeland Security and the Secretary of Defense shall
18 jointly submit a report to the appropriate congressional
19 committees that includes a description and assessment of
20 the program established under section 4.

21 (b) CONTENT.—The report required under subsection
22 (a) shall include—

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

25 (A) programmatic elements;

1 (B) goals associated with those elements;

2 and

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

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

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

12 (4) the number of separating service members
13 made aware of Customs and Border Protection Offi-
14 cer vacancies;

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

20 (6) the number of Customs and Border Protec-
21 tion Officer vacancies filled with separating service
22 members;

23 (7) the number of Customs and Border Protec-
24 tion Officer vacancies filled with separating service
25 members under veterans recruitment appointment

1 authorized under the section 4214 of title 38, United
2 States Code; and

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

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

7 Nothing in this Act may be construed—

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

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