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(Original Signature of Member)

119TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

To amend the Northern Border Security Review Act to require an annual report and update the northern border threat analysis, and for other purposes.

\_\_\_\_\_  
IN THE HOUSE OF REPRESENTATIVES

Mr. STAUBER introduced the following bill; which was referred to the  
Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To amend the Northern Border Security Review Act to require an annual report and update the northern border threat analysis, 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 “Northern Border Secu-  
5       rity and Staffing Reform Act”.

6       **SEC. 2. FINDINGS AND SENSE OF CONGRESS.**

7       (a) FINDINGS.—Congress finds the following:

1           (1) Between 2002 and 2011, U.S. Customs and  
2       Border Protection (CBP) roughly doubled their  
3       staffing levels, and according to the U.S. Customs  
4       and Border Protection Office Workload Staffing  
5       Model that calculates the number of CBP officers  
6       estimated to carry out the CBP mission at each air,  
7       sea, and land port of entry in the United States,  
8       states that the current staffing gap between the  
9       model results and the current staffing levels indi-  
10      cates a nationwide staffing shortage of 5,800 CBP  
11      officers.

12           (2) The Consolidated Appropriations Act, 2008  
13       (Public Law 110–161) made Customs and Border  
14       Protection Officers eligible for the 1.7 percent en-  
15       hanced law enforcement officer (LEO) retirement  
16       system, which allows law enforcement officers to re-  
17       tire at age 50 with 20 years of service, or at any age  
18       with 25 years of service.

19           (3) On April 30, 2024, then-Senior Official Per-  
20       forming the Duties of the Commissioner Troy A.  
21       Miller testified before the Committee on Appropria-  
22       tions of the House of Representatives that ports of  
23       entry face a 400 percent increase in retirements in  
24       2028.

1           (4) This retirement surge would disproportion-  
2           ately affect ports of entry along the northern border.

3           (5) A 400 percent retirement surge would leave  
4           ports of entry along the northern border under-  
5           staffed and unable to protect the American people  
6           from threats.

7           (6) Ports of entry along the northern border  
8           face unique staffing challenges due to their harsh  
9           winters, isolated locations, limited economic opportu-  
10          nities, and scarce housing markets. These factors  
11          make it difficult for northern ports of entry to re-  
12          cruit and retain officers who are not from its region.

13          (b) SENSE OF CONGRESS.—It is the sense of Con-  
14          gress that U.S. Customs and Border Protection must  
15          begin a hiring surge of qualified recruits at ports of entry  
16          along the northern border to avoid the disastrous effects  
17          of the impending retirement surge, future retirement  
18          surges, and current staffing shortage.

19          **SEC. 3. NORTHERN BORDER THREAT ANALYSIS UPDATE.**

20          (a) IN GENERAL.—The Northern Border Security  
21          Review Act (Public Law 114–267) is amended—

22                (1) in subsection (a), in the matter preceding  
23                paragraph (1), by striking “180 days after the date  
24                of enactment of this Act” and inserting “not later  
25                than 180 days after the date of the enactment of the

1 Northern Border Security and Staffing Reform Act  
2 and every five years thereafter”;

3 (2) in subsection (b)—

4 (A) by redesignating paragraphs (3)  
5 through (6) as paragraphs (7) through (10), re-  
6 spectively; and

7 (B) by inserting after paragraph (2) the  
8 following new paragraphs:

9 “(3) the current number of U.S. Customs and  
10 Border Protection officers and agents deployed along  
11 the northern border compared with the projected de-  
12 mand over the following years for such officers and  
13 agents;

14 “(4) the future retirement surges of such offi-  
15 cers and agents, associated risks, and plans for miti-  
16 gation of such risks;

17 “(5) any housing challenges along the northern  
18 border for such officers and agents;

19 “(6) the development of local recruiting plans  
20 to promote the hiring of new U.S. Customs and Bor-  
21 der Protection officers and agents local to areas  
22 close to northern ports of entry;”;

23 (3) by redesignating subsection (c) as sub-  
24 section (d); and

1 (4) by inserting after subsection (b) the fol-  
2 lowing new subsection:

3 “(c) ADDITIONAL ELEMENTS.—The Secretary of  
4 Homeland Security shall also include in each threat anal-  
5 ysis required under subsection (a) the following:

6 “(1) A plan, and any updates thereto, to ad-  
7 dress future retirement surges, staffing challenges,  
8 and staffing shortages along the northern border.

9 “(2) An assessment of the feasibility of the use  
10 of various recruitment and retention tools, including  
11 direct hire authority, recruitment, retention, and re-  
12 location bonuses, additional pay authorities, and stu-  
13 dent loan repayment programs to address staffing  
14 shortages along the northern border.”; and

15 (5) by adding at the end the following new sub-  
16 section:

17 “(e) DEFINITION.—In this section, the term ‘local re-  
18 cruiting plans’ means plans designed to motivate, recruit,  
19 hire, assist, and mentor local qualified candidates to apply  
20 for and have a career in U.S. Customs and Border Protec-  
21 tion at nearby ports of entry.”.