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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 Representatives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Northern Border Security and Staffing Reform Act”.

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

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

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.

1 (4) This retirement surge would disproportionately affect ports of entry along the northern border.

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

(4) by inserting after subsection (b) the following 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.”.