

114TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

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

---

IN THE SENATE OF THE UNITED STATES

Mr. FLAKE (for himself, Mr. JOHNSON, Mr. MCCAIN, and Mr. SCHUMER) introduced the following bill; which was read twice and referred to the Committee on \_\_\_\_\_

---

**A BILL**

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,*

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

1 enforcement duties associated with screening foreign  
2 visitors, returning United States citizens, and im-  
3 ported cargo entering the United States.

4 (2) It is in the national interest for United  
5 States ports of entry to be adequately staffed with  
6 Customs and Border Protection Officers in a timely  
7 fashion, including meeting the congressionally fund-  
8 ed staffing target of 23,775 officers for fiscal year  
9 2015.

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

13 (4) Recruiting efforts and expedited hiring pro-  
14 cedures should be undertaken to ensure that individ-  
15 uals separating from military service are aware of,  
16 and partake in, opportunities to fill vacant Customs  
17 and Border Protection Officer positions.

18 **SEC. 3. EXPEDITED HIRING OF APPROPRIATE SEPARATING**  
19 **SERVICE MEMBERS.**

20 (a) IDENTIFICATION OF TRANSFERABLE QUALIFICA-  
21 TIONS.—Not later than 60 days after the date of the en-  
22 actment of this Act, the Secretary of Homeland Security,  
23 in conjunction with the Secretary of Defense, shall jointly  
24 identify Military Occupational Specialty Codes, Air Force  
25 Specialty Codes, Naval Enlisted Classifications and Offi-

1 cer Designators, and Coast Guard Competencies that are  
2 transferable to the requirements, qualifications, and duties  
3 assigned to Customs and Border Protection Officers.

4 (b) HIRING.—The Secretary of Homeland Security  
5 shall consider hiring qualified candidates with the Military  
6 Occupational Specialty Codes, Air Force Specialty Codes,  
7 Naval Enlisted Classifications and Officer Designators,  
8 and Coast Guard Competencies identified as transferable  
9 under subsection (a) who are eligible for veterans recruit-  
10 ment appointment authorized under section 4214 of title  
11 38, United States Code.

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

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

23 (b) ELEMENTS.—The program established under  
24 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, and  
15          Naval Enlisted Classifications and Officer Designa-  
16          tors that are transferable to the requirements, quali-  
17          fications, and duties assigned to Customs and Bor-  
18          der Protection Officers;

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

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

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

11 **SEC. 5. REPORT TO CONGRESS.**

12          (a) IN GENERAL.—Not later than 180 days after the  
13          date of the enactment of this Act, and by December 31  
14          of each year thereafter, the Secretary of Homeland Secu-  
15          rity and the Secretary of Defense shall jointly submit a  
16          report to the appropriate congressional committees that  
17          includes a description and assessment of the program es-  
18          tablished under section 4.

19          (b) CONTENT.—The report required under subsection  
20          (a) shall include—

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

23                                  (A) programmatic elements;

24                                  (B) goals associated with those elements;

25                                  and

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

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

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

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

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

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

21 (7) the number of Customs and Border Protec-  
22 tion Officer vacancies filled with separating service  
23 members under veterans recruitment appointment  
24 authorized under the section 4214 of title 38, United  
25 States Code; and

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

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

5           Nothing in this Act may be construed—

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

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