

**AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 2825
OFFERED BY MR. THOMPSON OF MISSISSIPPI**

Page 6, beginning line 7, insert the following:

1 **Subtitle A—Headquarters**
2 **Operations**

Page 60, beginning line 14, insert the following:

3 **Subtitle B—Human Resources**

4 **SEC. 121. CHIEF HUMAN CAPITAL OFFICER RESPONSIBIL-**
5 **ITIES.**

6 Section 704 of the Homeland Security Act of 2002
7 (6 U.S.C. 344) is amended—

8 (1) in subsection (b)—

9 (A) in paragraph (1)—

10 (i) by inserting “, including with re-
11 spect to leader development and employee
12 engagement,” after “policies”;

13 (ii) by striking “and in line” and in-
14 serting “, in line”; and

15 (iii) by inserting “and informed by
16 best practices within the Federal govern-

1 ment and the private sector,” after “prior-
2 ities,”;

3 (B) in paragraph (2), by striking “develop
4 performance measures to provide a basis for
5 monitoring and evaluating” and inserting
6 “evaluate, on an ongoing basis,”;

7 (C) in paragraph (3), by inserting “that,
8 to the extent practicable, are informed by em-
9 ployee feedback,” after “policies”;

10 (D) in paragraph (4), by inserting “includ-
11 ing leader development and employee engage-
12 ment programs,” before “in coordination”;

13 (E) in paragraph (5), by inserting before
14 the semicolon at the end the following: “that is
15 informed by an assessment, carried out by the
16 Chief Human Capital Officer, of the learning
17 and developmental needs of employees in super-
18 visory and non-supervisory roles across the De-
19 partment and appropriate workforce planning
20 initiatives”;

21 (F) by redesignating paragraphs (9) and
22 (10) as paragraphs (11) and (12), respectively;
23 and

24 (G) by inserting after paragraph (8) the
25 following new paragraphs:

1 “(9) maintain a catalogue of available employee
2 development opportunities, including the Homeland
3 Security Rotation Program pursuant to section 844,
4 departmental leadership development programs,
5 interagency development programs, and other rota-
6 tional programs;

7 “(10) ensure that employee discipline and ad-
8 verse action programs comply with the requirements
9 of all pertinent laws, rules, regulations, and Federal
10 guidance, and ensure due process for employees;”;

11 (2) by redesignating subsections (d) and (e) as
12 subsections (e) and (f), respectively;

13 (3) by inserting after subsection (c) the fol-
14 lowing new subsection:

15 “(d) CHIEF LEARNING AND ENGAGEMENT OFFI-
16 CER.—The Chief Human Capital Officer may designate
17 an employee of the Department to serve as a Chief Learn-
18 ing and Engagement Officer to assist the Chief Human
19 Capital Officer in carrying out this section.”; and

20 (4) in subsection (e), as so redesignated—

21 (A) by redesignating paragraphs (2), (3),
22 and (4) as paragraphs (5), (6), and (7), respec-
23 tively; and

24 (B) by inserting after paragraph (1) the
25 following new paragraphs:

1 “(2) information on employee development op-
2 portunities catalogued pursuant to paragraph (9) of
3 subsection (b) and any available data on participa-
4 tion rates, attrition rates, and impacts on retention
5 and employee satisfaction;

6 “(3) information on the progress of Depart-
7 ment-wide strategic workforce planning efforts as
8 determined under paragraph (2) of subsection (b);

9 “(4) information on the activities of the steer-
10 ing committee established pursuant to section
11 710(a), including the number of meeting, types of
12 materials developed and distributed, and rec-
13 ommendations made to the Secretary;”.

14 **SEC. 122. EMPLOYEE ENGAGEMENT STEERING COMMITTEE**
15 **AND ACTION PLAN.**

16 (a) IN GENERAL.—Title VII of the Homeland Secu-
17 rity Act of 2002 (6 U.S.C. 341 et seq.) is amended by
18 adding at the end the following new section:

19 **“SEC. 714. EMPLOYEE ENGAGEMENT.**

20 “(a) STEERING COMMITTEE.—Not later than 120
21 days after the date of the enactment of this section, the
22 Secretary shall establish an employee engagement steering
23 committee, including representatives from operational
24 components, headquarters, and field personnel, including
25 supervisory and non-supervisory personnel, and employee

1 labor organizations that represent Department employees,
2 and chaired by the Under Secretary for Management, to
3 carry out the following activities:

4 “(1) Identify factors that have a negative im-
5 pact on employee engagement, morale, and commu-
6 nications within the Department, such as percep-
7 tions about limitations on career progression, mobil-
8 ity, or development opportunities, collected through
9 employee feedback platforms, including through an-
10 nual employee surveys, questionnaires, and other
11 communications, as appropriate.

12 “(2) Identify, develop, and distribute initiatives
13 and best practices to improve employee engagement,
14 morale, and communications within the Department,
15 including through annual employee surveys, ques-
16 tionnaires, and other communications, as appro-
17 priate.

18 “(3) Monitor efforts of each component to ad-
19 dress employee engagement, morale, and commu-
20 nications based on employee feedback provided
21 through annual employee surveys, questionnaires,
22 and other communications, as appropriate.

23 “(4) Advise the Secretary on efforts to improve
24 employee engagement, morale, and communications

1 within specific components and across the Depart-
2 ment.

3 “(5) Conduct regular meetings and report, not
4 less than once per quarter, to the Under Secretary
5 for Management, the head of each component, and
6 the Secretary on Department-wide efforts to improve
7 employee engagement, morale, and communications.

8 “(b) ACTION PLAN; REPORTING.—The Secretary,
9 acting through the Chief Human Capital Officer, shall—

10 “(1) not later than 120 days after the date of
11 the establishment of the steering committee under
12 subsection (a), issue a Department-wide employee
13 engagement action plan, reflecting input from the
14 employee engagement steering committee established
15 pursuant to subsection (a) and employee feedback
16 provided through annual employee surveys, question-
17 naires, and other communications in accordance with
18 paragraph (1) of such subsection, to execute strate-
19 gies to improve employee engagement, morale, and
20 communications within the Department; and

21 “(2) require the head of each component to—

22 “(A) develop and implement a component-
23 specific employee engagement plan to advance
24 the action plan required under paragraph (1)
25 that includes performance measures and objec-

1 tives, is informed by employee feedback pro-
2 vided through annual employee surveys, ques-
3 tionnaires, and other communications, as appro-
4 priate, and sets forth how employees and, where
5 applicable, their labor representatives are to be
6 integrated in developing programs and initia-
7 tives;

8 “(B) monitor progress on implementation
9 of such action plan; and

10 “(C) provide to the Chief Human Capital
11 Officer and the steering committee quarterly re-
12 ports on actions planned and progress made
13 under this paragraph.

14 “(c) TERMINATION.—This section shall terminate on
15 the date that is five years after the date of the enactment
16 of this section.”.

17 (b) CLERICAL AMENDMENT.—The table of contents
18 in section 1(b) of the Homeland Security Act of 2002 is
19 amended by add at the end of the list of items relating
20 to title VII the following new item:

 “Sec. 714. Employee engagement.”.

21 (c) SUBMISSIONS TO CONGRESS.—

22 (1) DEPARTMENT-WIDE EMPLOYEE ENGAGE-
23 MENT ACTION PLAN.—The Secretary of Homeland
24 Security, acting through the Chief Human Capital
25 Officer of the Department of Homeland Security,

1 shall submit to the Committee on Homeland Secu-
2 rity of the House of Representatives and the Com-
3 mittee on Homeland Security and Governmental Af-
4 fairs of the Senate the Department-wide employee
5 engagement action plan required under subsection
6 (b)(1) of section 714 of the Homeland Security Act
7 of 2002 (as added by subsection (a) of this section)
8 not later than 30 days after the issuance of such
9 plan under such subsection (b)(1).

10 (2) COMPONENT-SPECIFIC EMPLOYEE ENGAGE-
11 MENT PLANS.—Each head of a component of the
12 Department of Homeland Security shall submit to
13 the Committee on Homeland Security of the House
14 of Representatives and the Committee on Homeland
15 Security and Governmental Affairs of the Senate the
16 component-specific employee engagement plan of
17 each such component required under subsection
18 (b)(2) of section 714 of the Homeland Security Act
19 of 2002 (as added by subsection (a) of this section)
20 not later than 30 days after the issuance of each
21 such plan under such subsection (b)(2).

22 **SEC. 123. ANNUAL EMPLOYEE AWARD PROGRAM.**

23 (a) IN GENERAL.—Title VII of the Homeland Secu-
24 rity Act of 2002 (6 U.S.C. 341 et seq.), as amended by

1 section 122 of this Act, is further amended by adding at
2 the end the following new section:

3 **“SEC. 715. ANNUAL EMPLOYEE AWARD PROGRAM.**

4 “(a) IN GENERAL.—The Secretary may establish an
5 annual employee award program to recognize Department
6 employees or groups of employees for significant contribu-
7 tions to the achievement of the Department’s goals and
8 missions. If such a program is established, the Secretary
9 shall—

10 “(1) establish within such program categories
11 of awards, each with specific criteria, that empha-
12 sizes honoring employees who are at the non-super-
13 visory level;

14 “(2) publicize within the Department how any
15 employee or group of employees may be nominated
16 for an award;

17 “(3) establish an internal review board com-
18 prised of representatives from Department compo-
19 nents, headquarters, and field personnel to submit to
20 the Secretary award recommendations regarding
21 specific employees or groups of employees;

22 “(4) select recipients from the pool of nominees
23 submitted by the internal review board under para-
24 graph (3) and convene a ceremony at which employ-

1 report by the Inspector General of the Department of
2 Homeland Security on the extent to which the Department
3 has an equitable and consistent disciplinary process,
4 whichever is later, but in no case later than one year after
5 such date of enactment, the Comptroller General of the
6 United States shall utilize, if available, such report and
7 investigate whether the application of discipline and ad-
8 verse actions are administered in an equitable and con-
9 sistent manner that results in the same or substantially
10 similar disciplinary outcomes across the Department for
11 misconduct by a non-supervisory or supervisor employee
12 who engaged in the same or substantially similar mis-
13 conduct.

14 (b) CONSULTATION.—In carrying out the investiga-
15 tion described in subsection (a), the Comptroller General
16 of the United States shall consult with the employee en-
17 gagement steering committee established pursuant to sub-
18 section (b)(1) of section 714 of the Homeland Security
19 Act of 2002 (as added by section 122(a) of this Act).

20 (c) ACTION BY UNDER SECRETARY FOR MANAGE-
21 MENT.—Upon completion of the investigation described in
22 subsection (a), the Under Secretary for Management of
23 the Department of Homeland Security shall review the
24 findings and recommendations of such investigation and
25 implement a plan, in consultation with the employee en-

1 gagement steering committee established pursuant to sub-
2 section (b)(1) of section 714 of the Homeland Security
3 Act of 2002, to correct any relevant deficiencies identified
4 by the Comptroller General of the United States. The
5 Under Secretary for Management shall direct the em-
6 ployee engagement steering committee to review such plan
7 to inform committee activities and action plans authorized
8 under such section 714.

