

119TH CONGRESS
1ST SESSION

H. R. 3891

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

JUNE 10, 2025

Mr. STAUBER (for himself, Mr. LANGWORTHY, Mr. BERGMAN, Mr. TIFFANY, Ms. TENNEY, Ms. STEFANIK, and Mrs. HINSON) introduced the following bill; which was referred to the Committee on Homeland Security

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:

8 (1) Between 2002 and 2011, U.S. Customs and
9 Border Protection (CBP) roughly doubled their

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

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

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

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

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

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

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

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

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

20 (1) in subsection (a), in the matter preceding
21 paragraph (1), by striking “180 days after the date
22 of enactment of this Act” and inserting “not later
23 than 180 days after the date of the enactment of the
24 Northern Border Security and Staffing Reform Act
25 and every five years thereafter”;

1 (2) in subsection (b)—

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

5 (B) by inserting after paragraph (2) the
6 following new paragraphs:

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

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

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

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

21 (3) by redesignating subsection (c) as sub-
22 section (d);

23 (4) by inserting after subsection (b) the fol-
24 lowing new subsection:

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

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

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

13 (5) by adding at the end the following new sub-
14 section:

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

○