

DEPARTMENT OF HOMELAND SECURITY MORALE, RECOGNITION, LEARNING AND ENGAGEMENT ACT OF 2019

MARCH 28, 2019.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

Mr. THOMPSON of Mississippi, from the Committee on Homeland Security, submitted the following

R E P O R T

[To accompany H.R. 1433]

The Committee on Homeland Security, to whom was referred the bill (H.R. 1433) to amend the Homeland Security Act of 2002 to improve morale within the Department of Homeland Security workforce by conferring new responsibilities to the Chief Human Capital Officer, establishing an employee engagement steering committee, requiring action plans, and authorizing an annual employee award program, and for other purposes, having considered the same, report favorably thereon with an amendment and recommend that the bill as amended do pass.

CONTENTS

	Page
Purpose and Summary	5
Background and Need for Legislation	5
Hearings	6
Committee Consideration	6
Committee Votes	6
Committee Oversight Findings	6
CBO Estimate, New Budget Authority, Entitlement Authority, and Tax Expenditures	7
Federal Mandates Statement	7
Duplicative Federal Programs	7
Statement of General Performance Goals and Objectives	7
Advisory on Earmarks	7
Advisory Committee Statement	7
Applicability to Legislative Branch	7
Section-by-Section Analysis of the Legislation	8
Changes in Existing Law Made by the Bill, as Reported	9

The amendment is as follows:

Strike all after the enacting clause and insert the following:

SECTION 1. SHORT TITLE.

This Act may be cited as the “Department of Homeland Security Morale, Recognition, Learning and Engagement Act of 2019” or the “DHS MORALE Act”.

SEC. 2. CHIEF HUMAN CAPITAL OFFICER RESPONSIBILITIES.

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

(1) in subsection (b)—

(A) in paragraph (1)—

(i) by inserting “, including with respect to leader development and employee engagement,” after “policies”;

(ii) by striking “and in line” and inserting “, in line”; and

(iii) by inserting “and informed by best practices within the Federal government and the private sector,” after “priorities.”;

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

(C) in paragraph (3), by inserting “that, to the extent practicable, are informed by employee feedback” after “policies”;

(D) in paragraph (4), by inserting “including leader development and employee engagement programs,” before “in coordination”;

(E) in paragraph (5), by inserting before the semicolon at the end the following: “that is informed by an assessment, carried out by the Chief Human Capital Officer, of the learning and developmental needs of employees in supervisory and non-supervisory roles across the Department and appropriate workforce planning initiatives”;

(F) by redesignating paragraphs (9) and (10) as paragraphs (12) and (13), respectively; and

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

“(9) maintain a catalogue of available employee development opportunities, including the Homeland Security Rotation Program pursuant to section 844, departmental leadership development programs, interagency development programs, and other rotational programs;

“(10) ensure that employee discipline and adverse action programs comply with the requirements of all pertinent laws, rules, regulations, and Federal guidance, and ensure due process for employees;

“(11) analyze each Department or Government-wide Federal workforce satisfaction or morale survey not later than 90 days after the date of the publication of each such survey and submit to the Secretary such analysis, including, as appropriate, recommendations to improve workforce satisfaction or morale within the Department.”;

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

(3) by inserting after subsection (c) the following new subsection:

“(d) CHIEF LEARNING AND ENGAGEMENT OFFICER.—The Chief Human Capital Officer may designate an employee of the Department to serve as a Chief Learning and Engagement Officer to assist the Chief Human Capital Officer in carrying out this section.”; and

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

(A) by redesignating paragraphs (2), (3), and (4) as paragraphs (5), (6), and (7), respectively; and

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

“(2) information on employee development opportunities catalogued pursuant to paragraph (9) of subsection (b) and any available data on participation rates, attrition rates, and impacts on retention and employee satisfaction;

“(3) information on the progress of Department-wide strategic workforce planning efforts as determined under paragraph (2) of subsection (b);

“(4) information on the activities of the steering committee established pursuant to section 711(a), including the number of meetings, types of materials developed and distributed, and recommendations made to the Secretary.”.

SEC. 3. EMPLOYEE ENGAGEMENT STEERING COMMITTEE AND ACTION PLAN.

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

“SEC. 711. EMPLOYEE ENGAGEMENT.

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

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

“(1) Identify factors that have a negative impact on employee engagement, morale, and communications within the Department, such as perceptions about limitations on career progression, mobility, or development opportunities, collected through employee feedback platforms, including through annual employee surveys, questionnaires, and other communications, as appropriate.

“(2) Identify, develop, and distribute initiatives and best practices to improve employee engagement, morale, and communications within the Department, including through annual employee surveys, questionnaires, and other communications, as appropriate.

“(3) Monitor efforts of each component to address employee engagement, morale, and communications based on employee feedback provided through annual employee surveys, questionnaires, and other communications, as appropriate.

“(4) Advise the Secretary on efforts to improve employee engagement, morale, and communications within specific components and across the Department.

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

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

“(1) not later than 120 days after the date of the establishment of the employee engagement steering committee under subsection (a), issue a Department-wide employee engagement action plan, reflecting input from the steering committee and employee feedback provided through annual employee surveys, questionnaires, and other communications in accordance with paragraph (1) of such subsection, to execute strategies to improve employee engagement, morale, and communications within the Department; and

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

“(A) develop and implement a component-specific employee engagement plan to advance the action plan required under paragraph (1) that includes performance measures and objectives, is informed by employee feedback provided through annual employee surveys, questionnaires, and other communications, as appropriate, and sets forth how employees and, where applicable, their labor representatives are to be integrated in developing programs and initiatives;

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

“(C) provide to the Chief Human Capital Officer and the steering committee quarterly reports on actions planned and progress made under this paragraph.

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

(b) CLERICAL AMENDMENT.—The table of contents in section 1(b) of the Homeland Security Act of 2002 is amended by inserting after the item relating to section 710 the following new item:

“Sec. 711. Employee engagement.”

(c) SUBMISSIONS TO CONGRESS.—

(1) DEPARTMENT-WIDE EMPLOYEE ENGAGEMENT ACTION PLAN.—The Secretary of Homeland Security, acting through the Chief Human Capital Officer of the Department of Homeland Security, shall submit to the Committee on Homeland Security of the House of Representatives and the Committee on Homeland Security and Governmental Affairs of the Senate the Department-wide employee engagement action plan required under subsection (b)(1) of section 711 of the Homeland Security Act of 2002 (as added by subsection (a) of this section) not later than 30 days after the issuance of such plan under such subsection (b)(1).

(2) COMPONENT-SPECIFIC EMPLOYEE ENGAGEMENT PLANS.—Each head of a component of the Department of Homeland Security shall submit to the Committee on Homeland Security of the House of Representatives and the Committee on Homeland Security and Governmental Affairs of the Senate the component-specific employee engagement plan of each such component required under subsection (b)(2) of section 711 of the Homeland Security Act of 2002 not later than 30 days after the issuance of each such plan under such subsection (b)(2).

SEC. 4. ANNUAL EMPLOYEE AWARD PROGRAM.

(a) IN GENERAL.—Title VII of the Homeland Security Act of 2002 (6 U.S.C. 341 et seq.), as amended by section 3 of this Act, is further amended by adding at the end the following new section:

“SEC. 712. ANNUAL EMPLOYEE AWARD PROGRAM.

“(a) **IN GENERAL.**—The Secretary may establish an annual employee award program to recognize Department employees or groups of employees for significant contributions to the achievement of the Department’s goals and missions. If such a program is established, the Secretary shall—

“(1) establish within such program categories of awards, each with specific criteria, that emphasizes honoring employees who are at the non-supervisory level;

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

“(3) establish an internal review board comprised of representatives from Department components, headquarters, and field personnel to submit to the Secretary award recommendations regarding specific employees or groups of employees;

“(4) select recipients from the pool of nominees submitted by the internal review board under paragraph (3) and convene a ceremony at which employees or groups of employees receive such awards from the Secretary; and

“(5) publicize such program within the Department.

“(b) **INTERNAL REVIEW BOARD.**—The internal review board described in subsection (a)(3) shall, when carrying out its function under such subsection, consult with representatives from operational components and headquarters, including supervisory and non-supervisory personnel, and employee labor organizations that represent Department employees.

“(c) **RULE OF CONSTRUCTION.**—Nothing in this section may be construed to authorize additional funds to carry out the requirements of this section or to require the Secretary to provide monetary bonuses to recipients of an award under this section.”

(b) **CLERICAL AMENDMENT.**—The table of contents in section 1(b) of the Homeland Security Act of 2002, as amended by section 3 of this Act, is further amended by inserting after the item relating to section 711 the following new item:

“Sec. 712. Annual employee award program.”

SEC. 5. INDEPENDENT INVESTIGATION AND IMPLEMENTATION PLAN.

(a) **IN GENERAL.**—Not later than 120 days after the date of the enactment of this Act, the Comptroller General of the United States shall investigate whether the application in the Department of Homeland Security of discipline and adverse actions are administered in an equitable and consistent manner that results in the same or substantially similar disciplinary outcomes across the Department for misconduct by a non-supervisory or supervisor employee who engaged in the same or substantially similar misconduct.

(b) **CONSULTATION.**—In carrying out the investigation described in subsection (a), the Comptroller General of the United States shall consult with the Under Secretary for Management of the Department of Homeland Security and the employee engagement steering committee established pursuant to subsection (b)(1) of section 711 of the Homeland Security Act of 2002 (as added by section 3(a) of this Act).

(c) **ACTION BY UNDER SECRETARY FOR MANAGEMENT.**—Upon completion of the investigation described in subsection (a), the Under Secretary for Management of the Department of Homeland Security shall review the findings and recommendations of such investigation and implement a plan, in consultation with the employee engagement steering committee established pursuant to subsection (b)(1) of section 711 of the Homeland Security Act of 2002, to correct any relevant deficiencies identified by the Comptroller General of the United States in such investigation. The Under Secretary for Management shall direct the employee engagement steering committee to review such plan to inform committee activities and action plans authorized under such section 711.

SEC. 6. IMPACTS OF SHUTDOWN.

Not later than 90 days after the date of the enactment of this Act, the Secretary of Homeland Security shall report to the Committee on Homeland Security of the House of Representatives and the Committee on Homeland Security and Governmental Affairs of the Senate regarding the direct and indirect impacts of the lapse in appropriations between December 22, 2018, and January 25, 2019, on—

- (1) Department of Homeland Security human resources operations;
- (2) the Department’s ability to meet hiring benchmarks; and
- (3) retention, attrition, and morale of Department personnel.

PURPOSE AND SUMMARY

The purpose of H.R. 1433 is to improve morale within the Department of Homeland Security (DHS) workforce by conferring new responsibilities to the Chief Human Capital Officer (CHCO), establishing an employee engagement steering committee, requiring action plans, and authorizing an annual employee award program.

H.R. 1433 requires the CHCO to maintain a catalogue of available employee development opportunities, such as the DHS Rotation Program. The measure also authorizes the designation of a Chief Learning and Engagement Officer to assist the CHCO on employee development. H.R. 1433 authorizes the establishment of an Employee Engagement Steering Committee (EESC), comprised of representatives from across the Department, as well as individuals from employee labor organizations that represent DHS employees. The EESC is required to identify factors that impact employee engagement and morale and advise the Secretary on efforts to improve those areas. It requires the distribution of a Department-wide Employee Engagement Action Plan, reflecting input from the Steering Committee, to execute strategies to improve employee engagement, morale, and communications. The Secretary is authorized to establish an annual employee awards program to recognize non-supervisory DHS employees who have made a significant contribution to the Department. This bill largely tracks an earlier version of the measure which was introduced in the 115th Congress and passed the House unanimously. Two additional provisions were added. The first provision directs the CHCO to analyze government-wide Federal workforce satisfaction or morale surveys to inform efforts to improve morale. The second provision requires an independent assessment of DHS programs and a report to Congress on the effects the December 2018–January 2019 shutdown had on Departmental human resources operations, hiring benchmarks, retention, attrition, and morale.

The bill is endorsed by the National Border Patrol Council, National Treasury Employees Union, and American Federation of Government Employees.

BACKGROUND AND NEED FOR LEGISLATION

Since its inception in 2002, DHS has faced a number of challenges, one of the most prominent being managing a workforce of more than 240,000 employees. It has been a priority of the Committee on Homeland Security to examine the root cause of long-standing employee morale concerns at the Department and determine the best strategy to move DHS in a positive direction. The DHS MORALE Act is necessary after five consecutive years of DHS ranking last among large agencies on the list of *Best Places to Work in the Federal Government*.

Former DHS Secretary Jeh Johnson initiated a range of policies and programs designed to bring about morale improvement. Johnson emphasized the importance of employee engagement and a sense of purpose. To further these objectives, Johnson reinstated the EESC, chaired by the Under Secretary for Management (USM). In his exit memorandum, the former Secretary cited the need “for an aggressive campaign to improve morale and satisfaction at the

Department.”¹ This Act helps DHS examine the root cause of long-standing employee morale concerns and determine the best strategy to move the Department in a positive direction.

HEARINGS

On April 12, 2018, the Subcommittee on Oversight and Management Efficiency held a hearing entitled “Building for the Future: Examining Challenges Facing the Department of Homeland Security’s Consolidated Headquarters Project”. Testimony was heard from Mr. Thomas D. Chaleki, Chief Readiness Support Officer, Directorate for Management, U.S. Department of Homeland Security; Mr. Michael Gelber, Deputy Commissioner, Public Buildings Service, General Services Administration; and Mr. Christopher P. Currie, Director, Emergency Management, National Preparedness, and Critical Infrastructure Protection of the Homeland Security and Justice Team, U.S. Government Accountability Office. At this hearing members heard testimony on the DHS Headquarters Consolidation Project at St. Elizabeths that was proposed in 2006 as an effort to integrate the various agencies into “One DHS” and increase morale—encouraging better mission performance. The hearing examined the headquarters project’s cost and schedule delays and the implications the delayed completion has had on DHS employee morale.

COMMITTEE CONSIDERATION

The Committee met on March 13, 2019, with a quorum being present, to consider H.R. 1433 and ordered the measure to be reported to the House with a favorable recommendation, with amendment, by unanimous consent.

The following amendment was offered and accepted:

An amendment in the Nature of a Substitute offered by Mr. Thompson of Mississippi.

COMMITTEE VOTES

Clause 3(b) of rule XIII of the Rules of the House of Representatives requires the Committee to list the recorded votes on the motion to report legislation and amendments thereto.

No recorded votes were requested during consideration of H.R. 1433.

COMMITTEE OVERSIGHT FINDINGS

In compliance with clause 3(c)(1) of rule XIII of the Rules of the House of Representatives, the Committee advises that the findings and recommendations of the Committee, based on oversight activities under clause 2(b)(1) of rule X of the Rules of the House of Representatives, are incorporated in the descriptive portions of this report.

¹Johnson, Jeh. U.S. Department of Homeland Security: Record of Progress and Vision for the Future. 5 Jan. 2017.

CONGRESSIONAL BUDGET OFFICE ESTIMATE, NEW BUDGET
AUTHORITY, ENTITLEMENT AUTHORITY, AND TAX EXPENDITURES

With respect to the requirements of clause 3(c)(2) of rule XIII of the Rules of the House of Representatives and section 308(a) of the Congressional Budget Act of 1974 and with respect to requirements of clause (3)(c)(3) of rule XIII of the Rules of the House of Representatives and section 402 of the Congressional Budget Act of 1974, the Committee has requested but not received a cost estimate for this bill from the Director of Congressional Budget Office.

The Committee has requested but not received from the Director of the Congressional Budget Office a statement as to whether this bill contains any new budget authority, spending authority, credit authority, or an increase or decrease in revenues or tax expenditures.

FEDERAL MANDATES STATEMENT

An estimate of Federal mandates prepared by the Director of the Congressional Budget Office pursuant to section 423 of the Unfunded Mandates Reform Act was not made available to the Committee in time for the filing of this report. The Chairman of the Committee shall cause such estimate to be printed in the *Congressional Record* upon its receipt by the Committee.

DUPLICATIVE FEDERAL PROGRAMS

Pursuant to clause 3(c) of rule XIII, the Committee finds that H.R. 1433 does not contain any provision that establishes or reauthorizes a program known to be duplicative of another Federal program.

PERFORMANCE GOALS AND OBJECTIVES

The Committee states that pursuant to clause 3(c)(4) of rule XIII of the Rules of the House of Representatives, H.R. 1433 requires DHS to take steps to improve morale within the Department of Homeland Security (DHS) workforce.

ADVISORY ON EARMARKS

In compliance with rule XXI of the Rules of the House of Representatives, this bill, as reported, contains no congressional earmarks, limited tax benefits, or limited tariff benefits as defined in clause 9(d), 9(e), or 9(f) of the rule XXI.

ADVISORY COMMITTEE STATEMENT

No advisory committees within the meaning of section 5(b) of the Federal Advisory Committee Act were created by this legislation.

APPLICABILITY TO LEGISLATIVE BRANCH

The Committee finds that the legislation does not relate to the terms and conditions of employment or access to public services or accommodations within the meaning of section 102(b)(3) of the Congressional Accountability Act.

SECTION-BY-SECTION ANALYSIS OF THE LEGISLATION

Section 1. Short title

This section provides that this bill may be cited as the “Department of Homeland Security Morale, Recognition, Learning and Engagement Act of 2019” or the “DHS MORALE Act”.

Sec. 2. Chief Human Capital Officer responsibilities

This section directs the CHCO to develop a career path framework and create opportunities for leader development that is informed by an assessment on the learning and developmental needs of employees in supervisory and non-supervisory roles. The CHCO is required to maintain a catalogue of development opportunities for employees, such as the DHS Rotation Program. The CHCO is also required to analyze government-wide Federal workforce satisfaction or morale surveys to inform efforts to improve morale.

Additionally, this section authorizes a Chief Learning and Engagement Officer to assist the CHCO and amends the requirements of a report to Congress to include information on catalogued employee development opportunities, data on participation rates, attrition rates, and impacts on retention and employee satisfaction; the progress of Department-wide strategic workforce planning efforts; and the activities of the steering committee established under the following section, including the number of meeting, types of materials developed and distributed, and recommendations made to the Secretary.

Sec. 3. Employee engagement steering committee and action plan

This section requires the Secretary to establish an employee engagement steering committee, chaired by the USM, and comprised of representatives of Federal labor organizations that represent Department employees, to identify factors that impact employee engagement and morale and advise the Secretary on efforts to improve those areas.

Sec. 4. Annual Employee Award Program

This section authorizes the Secretary to establish an Annual Employee Award Program to recognize employees for significant contributions to the achievement of the Department’s goals and missions.

Sec. 5. Independent investigation and implementation plan

This section requires the U.S. Comptroller General to investigate whether the application of discipline and adverse actions by the Department are administered in an equitable and consistent manner, that results in the same or substantially similar disciplinary outcomes across the Department for misconduct by a non-supervisory or supervisory employee who engaged in the same or substantially similar misconduct. The Comptroller General is required to consult with the DHS USM and the employee engagement steering committee established under section 3 of the Act. The USM is required to review the findings and recommendations of such an investigation and implement a plan, in consultation with the employee engagement steering committee, to correct any relevant deficiencies identified by the Comptroller General.

Sec. 6. Impacts of shutdown

This Section requires the Secretary to report to Congress regarding the direct and indirect impacts of the lapse in appropriations between December 22, 2018 and January 25, 2019 on Departmental human resources operations, hiring benchmarks, retention, attrition, and morale.

CHANGES IN EXISTING LAW MADE BY THE BILL, AS REPORTED

In compliance with clause 3(e) of rule XIII of the Rules of the House of Representatives, changes in existing law made by the bill, as reported, are shown as follows (existing law proposed to be omitted is enclosed in black brackets, new matter is printed in italic, and existing law in which no change is proposed is shown in roman):

HOMELAND SECURITY ACT OF 2002

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) SHORT TITLE.—This Act may be cited as the “Homeland Security Act of 2002”.

(b) TABLE OF CONTENTS.—The table of contents for this Act is as follows:

Sec. 1. Short title; table of contents.

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Sec. 701. Under Secretary for Management.

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Sec. 711. Employee engagement.

Sec. 712. Annual employee award program.

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TITLE VII—MANAGEMENT

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SEC. 704. CHIEF HUMAN CAPITAL OFFICER.

(a) IN GENERAL.—The Chief Human Capital Officer shall report directly to the Under Secretary for Management.

(b) RESPONSIBILITIES.—In addition to the responsibilities set forth in chapter 14 of title 5, United States Code, and other applicable law, the Chief Human Capital Officer of the Department shall—

(1) develop and implement strategic workforce planning policies, *including with respect to leader development and employee engagement*, that are consistent with Government-wide leading principles [and in line], *in line* with Department strategic human capital goals and priorities, *and informed by best practices within the Federal government and the private sector*, taking into account the special requirements of members of the Armed Forces serving in the Coast Guard;

(2) [develop performance measures to provide a basis for monitoring and evaluating] *use performance measures to evaluate, on an ongoing basis*, Department-wide strategic workforce planning efforts;

(3) develop, improve, and implement policies *that, to the extent practicable, are informed by employee feedback*, including compensation flexibilities available to Federal agencies where appropriate, to recruit, hire, train, and retain the workforce of the Department, in coordination with all components of the Department;

(4) identify methods for managing and overseeing human capital programs and initiatives, *including leader development and employee engagement programs*, in coordination with the head of each component of the Department;

(5) develop a career path framework and create opportunities for leader development in coordination with all components of the Department *that is informed by an assessment, carried out by the Chief Human Capital Officer, of the learning and developmental needs of employees in supervisory and non-supervisory roles across the Department and appropriate workforce planning initiatives*;

(6) lead the efforts of the Department for managing employee resources, including training and development opportunities, in coordination with each component of the Department;

(7) work to ensure the Department is implementing human capital programs and initiatives and effectively educating each component of the Department about these programs and initiatives;

(8) identify and eliminate unnecessary and duplicative human capital policies and guidance;

(9) *maintain a catalogue of available employee development opportunities, including the Homeland Security Rotation Program pursuant to section 844, departmental leadership development programs, interagency development programs, and other rotational programs*;

(10) *ensure that employee discipline and adverse action programs comply with the requirements of all pertinent laws, rules, regulations, and Federal guidance, and ensure due process for employees*;

(11) *analyze each Department or Government-wide Federal workforce satisfaction or morale survey not later than 90 days after the date of the publication of each such survey and submit to the Secretary such analysis, including, as appropriate, recommendations to improve workforce satisfaction or morale within the Department*;

[(9)] (12) provide input concerning the hiring and performance of the Chief Human Capital Officer or comparable official in each component of the Department; and

[(10)] (13) ensure that all employees of the Department are informed of their rights and remedies under chapters 12 and 23 of title 5, United States Code.

(c) COMPONENT STRATEGIES.—

(1) IN GENERAL.—Each component of the Department shall, in coordination with the Chief Human Capital Officer of the Department, develop a 5-year workforce strategy for the component that will support the goals, objectives, and performance measures of the Department for determining the proper balance of Federal employees and private labor resources.

(2) STRATEGY REQUIREMENTS.—In developing the strategy required under paragraph (1), each component shall consider the effect on human resources associated with creating additional Federal full-time equivalent positions, converting private contractors to Federal employees, or relying on the private sector for goods and services.

(d) CHIEF LEARNING AND ENGAGEMENT OFFICER.—*The Chief Human Capital Officer may designate an employee of the Department to serve as a Chief Learning and Engagement Officer to assist the Chief Human Capital Officer in carrying out this section.*

[(d)] (e) ANNUAL SUBMISSION.—Not later than 90 days after the date on which the Secretary submits the annual budget justification for the Department, the Secretary shall submit to the congressional homeland security committees a report that includes a table, delineated by component with actual and enacted amounts, including—

(1) information on the progress within the Department of fulfilling the workforce strategies developed under subsection (c);

(2) *information on employee development opportunities catalogued pursuant to paragraph (9) of subsection (b) and any available data on participation rates, attrition rates, and impacts on retention and employee satisfaction;*

(3) *information on the progress of Department-wide strategic workforce planning efforts as determined under paragraph (2) of subsection (b);*

(4) *information on the activities of the steering committee established pursuant to section 711(a), including the number of meetings, types of materials developed and distributed, and recommendations made to the Secretary;*

[(2)] (5) the number of on-board staffing for Federal employees from the prior fiscal year;

[(3)] (6) the total contract hours submitted by each prime contractor as part of the service contract inventory required under section 743 of the Financial Services and General Government Appropriations Act, 2010 (division C of Public Law 111–117; 31 U.S.C. 501 note); and

[(4)] (7) the number of full-time equivalent personnel identified under the Intergovernmental Personnel Act of 1970 (42 U.S.C. 4701 et seq.).

[(e)] (f) LIMITATION.—Nothing in this section overrides or otherwise affects the requirements specified in section 888.

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SEC. 711. EMPLOYEE ENGAGEMENT.

(a) STEERING COMMITTEE.—*Not later than 120 days after the date of the enactment of this section, the Secretary shall establish an employee engagement steering committee, including representatives from operational components, headquarters, and field personnel, including supervisory and non-supervisory personnel, and employee labor organizations that represent Department employees, and chaired by the Under Secretary for Management, to carry out the following activities:*

(1) *Identify factors that have a negative impact on employee engagement, morale, and communications within the Department, such as perceptions about limitations on career progres-*

sion, mobility, or development opportunities, collected through employee feedback platforms, including through annual employee surveys, questionnaires, and other communications, as appropriate.

(2) Identify, develop, and distribute initiatives and best practices to improve employee engagement, morale, and communications within the Department, including through annual employee surveys, questionnaires, and other communications, as appropriate.

(3) Monitor efforts of each component to address employee engagement, morale, and communications based on employee feedback provided through annual employee surveys, questionnaires, and other communications, as appropriate.

(4) Advise the Secretary on efforts to improve employee engagement, morale, and communications within specific components and across the Department.

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

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

(1) not later than 120 days after the date of the establishment of the employee engagement steering committee under subsection (a), issue a Department-wide employee engagement action plan, reflecting input from the steering committee and employee feedback provided through annual employee surveys, questionnaires, and other communications in accordance with paragraph (1) of such subsection, to execute strategies to improve employee engagement, morale, and communications within the Department; and

(2) require the head of each component to—

(A) develop and implement a component-specific employee engagement plan to advance the action plan required under paragraph (1) that includes performance measures and objectives, is informed by employee feedback provided through annual employee surveys, questionnaires, and other communications, as appropriate, and sets forth how employees and, where applicable, their labor representatives are to be integrated in developing programs and initiatives;

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

(C) provide to the Chief Human Capital Officer and the steering committee quarterly reports on actions planned and progress made under this paragraph.

(c) **TERMINATION.**—This section shall terminate on the date that is five years after the date of the enactment of this section.

SEC. 712. ANNUAL EMPLOYEE AWARD PROGRAM.

(a) **IN GENERAL.**—The Secretary may establish an annual employee award program to recognize Department employees or groups of employees for significant contributions to the achievement of the Department's goals and missions. If such a program is established, the Secretary shall—

(1) establish within such program categories of awards, each with specific criteria, that emphasizes honoring employees who are at the non-supervisory level;

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

(3) establish an internal review board comprised of representatives from Department components, headquarters, and field personnel to submit to the Secretary award recommendations regarding specific employees or groups of employees;

(4) select recipients from the pool of nominees submitted by the internal review board under paragraph (3) and convene a ceremony at which employees or groups of employees receive such awards from the Secretary; and

(5) publicize such program within the Department.

(b) *INTERNAL REVIEW BOARD.*—The internal review board described in subsection (a)(3) shall, when carrying out its function under such subsection, consult with representatives from operational components and headquarters, including supervisory and non-supervisory personnel, and employee labor organizations that represent Department employees.

(c) *RULE OF CONSTRUCTION.*—Nothing in this section may be construed to authorize additional funds to carry out the requirements of this section or to require the Secretary to provide monetary bonuses to recipients of an award under this section.

* * * * *

