

107TH CONGRESS  
1ST SESSION

# S. 1800

To strengthen and improve the management of national security, encourage Government service in areas of critical national security, and to assist government agencies in addressing deficiencies in personnel possessing specialized skills important to national security and incorporating the goals and strategies for recruitment and retention for such skilled personnel into the strategic and performance management systems of Federal agencies.

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## IN THE SENATE OF THE UNITED STATES

DECEMBER 11, 2001

Mr. DURBIN (for himself, Mr. THOMPSON, Mr. AKAKA, and Ms. COLLINS) introduced the following bill; which was read twice and referred to the Committee on Governmental Affairs

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## A BILL

To strengthen and improve the management of national security, encourage Government service in areas of critical national security, and to assist government agencies in addressing deficiencies in personnel possessing specialized skills important to national security and incorporating the goals and strategies for recruitment and retention for such skilled personnel into the strategic and performance management systems of Federal agencies.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Homeland Security  
3 Federal Workforce Act”.

4 **SEC. 2. FINDINGS, PURPOSE, AND EFFECT OF LAW.**

5 (a) FINDINGS.—Congress makes the following find-  
6 ings:

7 (1) The security of the United States requires  
8 the fullest development of the intellectual resources  
9 and technical skills of its young men and women.

10 (2) The security of the United States depends  
11 upon the mastery of modern techniques developed  
12 from complex scientific principles. It depends as well  
13 upon the discovery and development of new prin-  
14 ciples, new techniques, and new knowledge.

15 (3) The United States finds itself on the brink  
16 of an unprecedented human capital crisis in Govern-  
17 ment. Due to increasing competition from the pri-  
18 vate sector in recruiting high-caliber individuals,  
19 Government departments and agencies, particularly  
20 those involved in national security affairs, are find-  
21 ing it hard to attract and retain talent.

22 (4) The United States must strengthen Federal  
23 civilian and military personnel systems in order to  
24 improve recruitment, retention, and effectiveness at  
25 all levels.

21 (8) The United States Commission on National  
22 Security also cautioned that “the U.S. need for the  
23 highest quality human capital in science, mathe-  
24 matics, and engineering is not being met.” The  
25 Commission wrote, “we must ensure the highest cal-

1       iber human capital in public service. U.S. national  
2       security depends on the quality of the people, both  
3       civilian and military, serving within the ranks of  
4       government.”

5               (9) The events on and after September 11th  
6       have highlighted the weaknesses in the Federal and  
7       State government’s human capital and its personnel  
8       management practices, especially as it relates to our  
9       national security.

10          (b) PURPOSES.—It is the purpose of this Act to—

11               (1) provide attractive incentives to recruit capa-  
12       ble individuals for Government and military service;  
13       and

14               (2) provide the necessary resources, account-  
15       ability, and flexibility to meet the national security  
16       educational needs of the United States, especially as  
17       such needs change over time.

18          (c) EFFECT OF LAW.—Nothing in this Act, or an  
19       amendment made by this Act, shall be construed to affect  
20       the collective bargaining unit status or rights of any Fed-  
21       eral employee.

1 **TITLE I—PILOT PROGRAM FOR**  
2 **STUDENT LOAN REPAYMENT**  
3 **FOR FEDERAL EMPLOYEES IN**  
4 **AREAS OF CRITICAL IMPOR-**  
5 **TANCE**

6 **SEC. 101. STUDENT LOAN REPAYMENTS.**

7 Subchapter VII of chapter 53 of title 5, United States  
8 Code, is amended by inserting after section 5379, the fol-  
9 lowing:

10 **“§ 5379A. Pilot program for student loan repayment**  
11 **for Federal employees in areas of critical**  
12 **importance**

13 “(a) DEFINITIONS.—In this section:

14 “(1) AGENCY.—The term ‘agency’ means an  
15 agency of the Department of Defense, the Depart-  
16 ment of State, the Department of Energy, the De-  
17 partment of the Treasury, the Department of Jus-  
18 tice, the National Security Agency, and the Central  
19 Intelligence Agency.

20 “(2) NATIONAL SECURITY POSITION.—The  
21 term ‘national security position’ means an employ-  
22 ment position determined by the Director of the Of-  
23 fice of Personnel Management for the purposes of  
24 the Pilot Program for Student Loan Forgiveness in  
25 Areas of Critical Importance established under this

1 section, in consultation with an agency, to involve  
2 important homeland security applications.

3 “(3) STUDENT LOAN.—The term ‘student loan’  
4 means—

5 “(A) a loan made, insured, or guaranteed  
6 under part B of title IV of the Higher Edu-  
7 cation Act of 1965 (20 U.S.C. 1071 et seq.);

8 “(B) a loan made under part D or E of  
9 title IV of the Higher Education Act of 1965  
10 (20 U.S.C. 1087a et seq., 1087aa et seq.); and

11 “(C) a health education assistance loan  
12 made or insured under part A of title VII of the  
13 Public Health Service Act (42 U.S.C. 292 et  
14 seq.) or under part E of title VIII of such Act  
15 (42 U.S.C. 297a et seq.).

16 “(b) ESTABLISHMENT AND OPERATION.—

17 “(1) IN GENERAL.—The Director of the Office  
18 of Personnel Management shall, in order to recruit  
19 or retain highly qualified professional personnel, es-  
20 tablish a pilot program under which the head of an  
21 agency may agree to repay (by direct payments on  
22 behalf of the employee) any student loan previously  
23 taken out by such employee if the employee is em-  
24 ployed by the agency in a national security position.

1                   “(2) TERMS AND CONDITIONS OF PAYMENT.—

2                   Payments under this section shall be made subject  
3                   to such terms, limitations, or conditions as may be  
4                   mutually agreed to by the agency and employee con-  
5                   cerned.

6                   “(3) PAYMENTS.—The amount paid by the  
7                   agency on behalf of an employee under this section  
8                   may not exceed \$10,000 towards the remaining bal-  
9                   ance of the student loan for each year that the em-  
10                   ployee remains in service in the position, except that  
11                   the employee must remain in such position for at  
12                   least 3 years. The maximum amount that may be  
13                   paid on behalf of an employee under this paragraph  
14                   shall be \$80,000.

15                   “(4) LIMITATION.—Nothing in this section  
16                   shall be considered to authorize an agency to pay  
17                   any amount to reimburse an employee for any repay-  
18                   ments made by such employee prior to the agency’s  
19                   entering into an agreement under this section with  
20                   such employee.

21                   “(5) RULE OF CONSTRUCTION.—Nothing in  
22                   this section shall be construed—

23                   “(A) to affect student loan repayment pro-  
24                   grams existing on the date of enactment of this  
25                   section;

1                         “(B) to revoke or rescind any such existing  
2                         law;

3                         “(C) to authorize the Office of Personnel  
4                         Management to determine national security po-  
5                         sitions for any other purpose other than to  
6                         make such determinations as are required by  
7                         this section in order to carry out the purposes  
8                         of this section; or

9                         “(D) as a basis for determining the exemp-  
10                         tion of any position from inclusion in a bar-  
11                         gaining unit pursuant to chapter 71 of title 5,  
12                         United States Code, or from the right of any  
13                         incumbent of a national security position deter-  
14                         mined by the Office of Personnel Management  
15                         pursuant to this section, from entitlement to all  
16                         rights and benefits under such chapter.

17                         “(6) FUND.—As part of the program estab-  
18                         lished under paragraph (1), the Director shall estab-  
19                         lish a fund within the Office of Personnel Manage-  
20                         ment to be used by agencies to provide the repay-  
21                         ments authorized under the program.

22                         “(c) GENERAL PROVISIONS.—

23                         “(1) COORDINATION.—The Director of the Of-  
24                         fice of Personnel Management shall coordinate the  
25                         program established under this section with the

1       heads of agencies to recruit employees to serve in  
2       national security positions.

3       “(2) REPORTS.—

4               “(A) ALLOCATION AND IMPLEMENTA-  
5               TION.—Not later than 6 months after the date  
6               of enactment of this section, the Director of the  
7               Office of Personnel Management shall report to  
8               the appropriate committees of Congress on the  
9               manner in which the Director will allocate  
10               funds and implement the program under this  
11               section.

12               “(B) STATUS AND SUCCESS.—Not later  
13               than 4 years after the date of enactment of this  
14               section, the Director of the Office of Personnel  
15               Management shall report to the appropriate  
16               Committees on Congress on the status of the  
17               program and its success in recruiting and re-  
18               taining employees for national security posi-  
19               tions.

20               “(d) INELIGIBLE EMPLOYEES.—An employee shall  
21       not be eligible for benefits under this section if such  
22       employee—

23               “(1) occupies a position that is excepted from  
24       the competitive service because of its confidential,

1       policy-determining, policy-making, or policy-advo-  
2       cating character; or

3               “(2) does not occupy a national security posi-  
4       tion.

5       “(e) TERMS OF AGREEMENT.—

6               “(1) IN GENERAL.—An employee selected to re-  
7       ceive benefits under this section shall agree in writ-  
8       ing, before receiving any such benefit, that the em-  
9       ployee will—

10               “(A) remain in the service of the agency in  
11       a national security position for a period to be  
12       specified in the agreement, but not less than 3  
13       years, unless involuntarily separated; and

14               “(B) if separated involuntarily on account  
15       of misconduct, or voluntarily, before the end of  
16       the period specified in the agreement, repay to  
17       the Government the amount of any benefits re-  
18       ceived by such employee from that agency  
19       under this section.

20       “(2) SERVICE WITH OTHER AGENCY.—The re-  
21       payment provided for under paragraph (1)(B) may  
22       not be required of an employee who leaves the serv-  
23       ice of such employee’s agency voluntarily to enter  
24       into the service of any other agency unless the head  
25       of the agency that authorized the benefits notifies

1 the employee before the effective date of such em-  
2 ployee's entrance into the service of the other agency  
3 that repayment will be required under this sub-  
4 section.

5       “(3) RECOVERY OF AMOUNTS.—If an employee  
6 who is involuntarily separated on account of mis-  
7 conduct or who (excluding any employee relieved of  
8 liability under paragraph (2)) is voluntarily sepa-  
9 rated before completing the required period of serv-  
10 ice fails to repay the amount provided for under  
11 paragraph (1)(B), a sum equal to the amount out-  
12 standing is recoverable by the Government from the  
13 employee (or such employee's estate, if applicable)  
14 by—

15           “(A) setoff against accrued pay, compensa-  
16 tion, amount of retirement credit, or other  
17 amount due the employee from the Government;  
18 and

19           “(B) such other method as is provided for  
20 by law for the recovery of amounts owing to the  
21 Government.

22       “(4) WAIVER.—The head of the agency con-  
23 cerned may waive, in whole or in part, a right of re-  
24 covery under this subsection if it is shown that re-

1       covery would be against equity and good conscience  
2       or against the public interest.

3           “(5) CREDITING OF ACCOUNT.—Any amount  
4       repaid by, or recovered from, an individual (or an es-  
5       tate) under this subsection shall be credited to the  
6       appropriation account from which the amount in-  
7       volved was originally paid. Any amount so credited  
8       shall be merged with other sums in such account  
9       and shall be available for the same purposes and pe-  
10       riod, and subject to the same limitations (if any), as  
11       the sums with which merged.

12           “(f) TERMINATION OF REPAYMENT.—An employee  
13       receiving benefits under this section from an agency shall  
14       be ineligible for continued benefits under this section from  
15       such agency if the employee—

16               “(1) separates from such agency; or  
17               “(2) does not maintain an acceptable level of  
18       performance, as determined under standards and  
19       procedures which the agency head shall by regula-  
20       tion prescribe.

21           “(g) EQUAL EMPLOYMENT.—In selecting employees  
22       to receive benefits under this section, an agency shall, con-  
23       sistent with the merit system principles set forth in para-  
24       graphs (1) and (2) of section 2301(b) of this title, take  
25       into consideration the need to maintain a balanced work-

1 force in which women and members of racial and ethnic  
2 minority groups are appropriately represented in Govern-  
3 ment service.

4       “(h) ADDITIONAL BENEFIT.—Any benefit under this  
5 section shall be in addition to basic pay and any other  
6 form of compensation otherwise payable to the employee  
7 involved.

8       “(i) APPROPRIATIONS AUTHORIZED.—For the pur-  
9 pose of enabling the Federal Government to recruit and  
10 retain employees critical to our national security pursuant  
11 to this section, there are authorized to be appropriated  
12 such sums as may be necessary to carry out this section  
13 for each fiscal year.

14       “(j) LENGTH OF PROGRAM.—The program under  
15 this section shall remain in effect for the 5-year period  
16 beginning on the date of enactment of this section. The  
17 program shall continue to pay employees recruited under  
18 this program who are in compliance with this section their  
19 benefits through their commitment period regardless of  
20 the preceding sentence.

21       “(k) REGULATIONS.—Not later than 2 months after  
22 the date of enactment of this section, the Director of the  
23 Office of Personnel Management shall propose regulations  
24 to carry out this section. Not later than 6 months after  
25 the date on which the comment period for the regulations

1 proposed under the preceding sentence ends, the Secretary  
2 shall promulgate final regulations to carry out this sec-  
3 tion.”.

4 **TITLE II—FELLOWSHIPS FOR**  
5 **GRADUATE STUDENTS TO**  
6 **ENTER FEDERAL SERVICE**

7 **SEC. 201. FELLOWSHIPS FOR GRADUATE STUDENTS TO**  
8 **ENTER FEDERAL SERVICE.**

9 Subchapter VII of chapter 53 of title 5, United States  
10 Code, as amended by section 101, is further amended by  
11 inserting after section 5379A, the following:

12 **“§ 5379B. Fellowships for graduate students to enter**  
13 **federal service**

14 “(a) **DEFINITIONS.**—In this section:

15 “(1) **AGENCY.**—The term ‘agency’ means an  
16 agency of the Department of Defense, the Depart-  
17 ment of State, the Department of Energy, the De-  
18 partment of the Treasury, the Department of Jus-  
19 tice, the National Security Agency, and the Central  
20 Intelligence Agency, and other Federal Government  
21 agencies as determined by the National Security  
22 Service Board under subsection (f).

23 “(2) **DIRECTOR.**—The term ‘Director’ means  
24 the Director of the Office of Personnel Management.

1           “(3) INSTITUTION OF HIGHER EDUCATION.—

2       The term ‘institution of higher education’ has the  
3       meaning given to such term in section 101 of the  
4       Higher Education Act of 1965 (20 U.S.C. 1001).

5           “(4) NATIONAL SECURITY POSITION.—The  
6       term ‘national security position’ means an employ-  
7       ment position determined by the Director of the Of-  
8       fice of Personnel Management for the purposes of a  
9       program established for Fellowships for Graduate  
10      Students to Enter Federal Services as established  
11      under this section, in consultation with an agency, to  
12      involve important homeland security applications.

13           “(5) SCIENCE.—The term ‘science’ means any  
14       of the natural and physical sciences including chem-  
15       istry, biology, physics, and computer science. Such  
16       term does not include any of the social sciences.”.

17           “(b) IN GENERAL.—The Director shall establish and  
18       implement a program for the awarding of fellowships (to  
19       be known as ‘National Security Fellowships’) to graduate  
20       students who, in exchange for receipt of the fellowship,  
21       agree to employment with the Federal Government in a  
22       national security position.

23           “(c) ELIGIBILITY.—To be eligible to participate in  
24       the program established under subsection (b), a student  
25       shall—

1           “(1) have been accepted into a graduate school  
2        program at an accredited institution of higher edu-  
3        cation within the United States and be pursuing or  
4        intend to pursue graduate education in the United  
5        States in the disciplines of foreign languages,  
6        science, mathematics, engineering, or other inter-  
7        national fields that are critical areas of national se-  
8        curity (as determined by the Director);

9           “(2) be a United States citizen, United States  
10      national, permanent legal resident, or citizen of the  
11      Freely Associated States; and

12           “(3) agree to employment with an agency or of-  
13      fice of the Federal Government in a national secu-  
14      rity position.

15           “(d) SERVICE AGREEMENT.—In awarding a fellow-  
16      ship under the program under this section, the Director  
17      shall require the recipient to enter into an agreement  
18      under which, in exchange for such assistance, the  
19      recipient—

20           “(1) will maintain satisfactory academic  
21      progress (as determined in accordance with regula-  
22      tions issued by the Director) and provide regularly  
23      scheduled updates to the Director on the progress of  
24      their education and how their employment continues

1 to relate to a national security objective of the Fed-  
2 eral Government;

3 “(2) will, upon completion of such education, be  
4 employed by the agency for which the fellowship was  
5 awarded for a period of at least 3 years as specified  
6 by the Director; and

7 “(3) agrees that if the recipient is unable to  
8 meet either of the requirements described in para-  
9 graph (1) or (2), the recipient will reimburse the  
10 United States for the amount of the assistance pro-  
11 vided to the recipient under the fellowship, together  
12 with interest at a rate determined in accordance  
13 with regulations issued by the Director, but not  
14 higher than the rate generally applied in connection  
15 with other Federal education loans.

16 “(e) FEDERAL EMPLOYMENT ELIGIBILITY.—If a re-  
17 cipient of a fellowship under this section demonstrates to  
18 the satisfaction of the Director that, after completing their  
19 education, the recipient is unable to obtain a national se-  
20 curity position in the Federal Government because such  
21 recipient is not eligible for a security clearance or other  
22 applicable clearance necessary for such position, the Direc-  
23 tor may permit the recipient to fulfill the service obligation  
24 under the agreement under subsection (d) by teaching  
25 math, science, or foreign languages, or by performing re-

1 search, at an institution of higher education, for a period  
2 of not less than 3 years, in the area of study for which  
3 the fellowship was awarded.

4       “(f) FELLOWSHIP SELECTION.—

5           “(1) IN GENERAL.—The Director shall consult  
6 and cooperate with the National Security Service  
7 Board established under paragraph (2) in the selec-  
8 tion and placement of national security fellows under  
9 this section.

10          “(2) NATIONAL SECURITY SERVICE BOARD.—

11           “(A) ESTABLISHMENT OF BOARD.—There  
12 is established the National Security Service  
13 Board.

14           “(B) MEMBERSHIP.—The Board shall be  
15 composed of—

16            “(i) the Director of the Office of Per-  
17 sonnel Management, who shall serve as the  
18 chairperson of the Board;

19            “(ii) the Secretary of Defense;

20            “(iii) the Secretary of State;

21            “(iv) the Secretary of the Treasury;

22            “(v) the Attorney General;

23            “(vi) the Director of the Central Intel-  
24 ligence Agency;

1                     “(vii) the Director of the Federal Bu-  
2                     reau of Investigations;

3                     “(viii) the Director of the National  
4                     Security Agency;

5                     “(ix) the Secretary of Energy;

6                     “(x) the Director of the Office of  
7                     Science and Technology Policy; and

8                     “(xi) 2 employees, to be appointed by  
9                     each of the officials described in clauses  
10                    (ii) through (ix), of each Department for  
11                     which such officials have responsibility for  
12                     administering, of whom—

13                    “(I) 1 shall perform senior level  
14                     policy functions; and

15                    “(II) 1 shall perform human re-  
16                     sources functions.

17                    “(C) FUNCTIONS.—The Board shall carry  
18                     out the following functions:

19                    “(i) Develop criteria for awarding fel-  
20                     lowships under this section.

21                    “(ii) Provide for the wide dissemina-  
22                     tion of information regarding the activities  
23                     assisted under this section.

24                    “(iii) Establish qualifications for stu-  
25                     dents desiring fellowships under this sec-



1                             “(viii) Carry out additional functions  
2                             under section 301 of the Homeland Secu-  
3                             rity Federal Workforce Act of 2001.

4                             “(g) SPECIAL CONSIDERATION FOR CURRENT FED-  
5                             ERAL EMPLOYEES.—

6                             “(1) SET ASIDE OF FELLOWSHIPS.—Twenty  
7                             percent of the fellowships awarded under this section  
8                             shall be set aside for Federal employees who are  
9                             working in national security positions on the date of  
10                            enactment of this section to enhance the education  
11                             and training of such employees in areas important  
12                             to national security.

13                            “(2) FULL- OR PART-TIME EDUCATION.—Fed-  
14                             eral employees who are awarded fellowships under  
15                             paragraph (1) shall be permitted to obtain advanced  
16                             education under the fellowship on a full-time or  
17                             part-time basis.

18                            “(3) PART-TIME EDUCATION.—A Federal em-  
19                             ployee who pursues education or training under a  
20                             fellowship under paragraph (1) on a part-time basis  
21                             shall be eligible for a stipend in an amount which,  
22                             when added to the employee’s part-time compensa-  
23                             tion, does not exceed \$21,500 per year.

24                            “(h) FELLOWSHIP SERVICE.—Any individual under  
25                             this section who is employed by the Federal Government

1 in a national security position shall be able to count the  
2 time that the individual spent in the fellowship program  
3 towards the time requirement for a reduction in student  
4 loans as described in section 5379A.

5       “(i) AMOUNT OF AWARD.—A National Security Fel-  
6 low who complies with the requirements of this section  
7 may receive funding under the fellowship for up to 3 years  
8 at an amount determined appropriate by the Director, but  
9 not to exceed the sum of—

10           “(1) the amount of tuition paid by the fellow;  
11           and

12           “(2) a stipend of \$21,500 per year.

13       “(j) APPROPRIATIONS AUTHORIZED.—For the pur-  
14 pose of enabling the Director to recruit and retain highly  
15 qualified employees in national security positions, there  
16 are authorized to be appropriated \$100,000,000 for fiscal  
17 year 2002, and such sums as may be necessary for each  
18 subsequent fiscal year.

19       “(k) RULE OF CONSTRUCTION.—Noting in this sec-  
20 tion shall be construed—

21           “(1) to authorize the Office of Personnel Man-  
22 agement to determine national security positions for  
23 any other purpose other than to make such deter-  
24 minations as are required by this section in order to  
25 carry out the purposes of this section; and

1                   “(2) as a basis for determining the exemption  
2 of any position from inclusion in a bargaining unit  
3 pursuant to chapter 71 of title 5, United States  
4 Code, or from the right of any incumbent of a na-  
5 tional security position determined by the Office of  
6 Personnel Management pursuant to this section,  
7 from entitlement to all rights and benefits under  
8 such chapter.”.

## **9 TITLE III—NATIONAL SECURITY 10 SERVICE CORPS**

## 11 SEC. 301. NATIONAL SECURITY SERVICE CORPS.

12 (a) FINDINGS AND PURPOSES.—

13 (1) FINDINGS.—Congress finds that—

14 (A) a proficient national security workforce  
15 requires certain skills and knowledge, and effec-  
16 tive professional relationships; and

17 (B) a national security workforce will ben-  
18 efit from the establishment of a National Secu-  
19 rity Service Corps.

22 (A) provide mid-level employees in national  
23 security positions within agencies the oppor-  
24 tunity to broaden their knowledge through ex-  
25 posure to other agencies;

1 (B) expand the knowledge base of national  
2 security agencies by providing for rotational as-  
3 signments of their employees at other agencies;

4 (C) build professional relationships and  
5 contacts among the employees and agencies of  
6 the national security community; and

10 (b) DEFINITIONS.—In this section:

19 (3) CORPS.—The term “Corps” means the Na-  
20 tional Security Service Corps.

23 (A) is a position—

24 (i) at or above GS-12 of the General  
25 Schedule; or

## 6 (c) GOALS AND ADMINISTRATION.—The Board

7 shall—

8 (1) formulate the goals of the Corps;

16 (4) create specific provisions for agencies re-  
17 garding rotational programs;

21 (A) the establishment and function of the  
22 Corps;

23 (B) incentives for individuals to participate  
24 in the Corps;

25 (C) professional education and training;

1 (D)(i) the process for competition for a  
2 Corps position;

9 (E) any other issues relevant to the estab-  
10 lishment and continued operation of the Corps;  
11 and

12 (6) not later than 180 days after the date of  
13 enactment of this section, submit a report to the Of-  
14 fice of Personnel Management on all findings and  
15 relevant information on the establishment of the  
16 Corps.

17 (d) CORPS.—

3 (A) a period of 60 days for comments from  
4 all stakeholders on the proposed regulations;  
5 and

6 (B) a period of 180 days following the  
7 comment period for making modifications to the  
8 regulations.

13 (A) establish the Corps;

14 (B) provide guidance to agencies to des-  
15 ignate Corps positions;

16 (C) provide for individuals to perform peri-  
17 ods of service of not more than 2 years at a  
18 Corps position within agencies on a rotational  
19 basis;

20 (D) establish eligibility for individuals to  
21 participate in the Corps;

22 (E) enhance career opportunities for individuals participating in the Corps;  
23

1 (F) provide for the Corps to develop a  
2 group of policy experts with broad-based experi-  
3 ence throughout the executive branch; and

(G) provide for greater interaction among agencies with traditional national security functions.

10 (A) designate Corps positions;

11 (B) establish procedures for implementing  
12 this section; and

13 (C) begin active participation in the oper-  
14 ation of the Corps.

15 (e) ALLOWANCES, PRIVILEGES, ETC.—An employee  
16 serving on a rotational basis with another agency pursuant  
17 to this section is deemed to be detailed and, for the pur-  
18 pose of preserving allowances, privileges, rights, seniority,  
19 and other benefits with respect to the employee, is deemed  
20 to be an employee of the original employing agency and  
21 is entitled to the pay, allowances, and benefits from funds  
22 available to that agency.

23 (f) AUTHORIZATION OF APPROPRIATIONS.—There  
24 are authorized to be appropriated to the Office of Per-

1 sonnel Management such sums as may be necessary to  
2 carry out this section.

3 **TITLE IV—MISCELLANEOUS  
4 PROVISIONS**

5 **SEC. 401. CONTENT OF STRATEGIC PLANS.**

6 Section 306(a)(3) of title 5, United States Code, is  
7 amended by inserting before the semicolon the following:  
8 “, a discussion of the extent to which specific skills in the  
9 agency’s human capital are needed to achieve the mission,  
10 goals and objectives of the agency, especially to the extent  
11 the agency’s mission, goals and objectives are critical to  
12 ensuring the national security”.

13 **SEC. 402. PERFORMANCE PLANS.**

14 Section 1115(a)(3) of title 31, United States Code,  
15 is amended by inserting before the semicolon the following:  
16 “, and should give special attention to the extent to which  
17 specific skills are needed to accomplish the performance  
18 goals and indicators that are critical to ensuring the na-  
19 tional security”.

20 **SEC. 403. GOVERNMENTWIDE PROGRAM PERFORMANCE  
21 REPORTS.**

22 Section 1116 of title 31, United States Code, is  
23 amended—

24 (1) in subsection (b)(1), by inserting before the  
25 period the following: “, and shall specify which per-

1 performance goals and indicators are critical to ensuring  
2 the national security”; and  
3 (2) in subsection (d)(3)—  
4 (A) in subparagraph (B), by striking  
5 “and” at the end;  
6 (B) in subparagraph (C), by adding “and”  
7 after the semicolon; and  
8 (C) by adding at the end the following:  
9 “(D) whether human capital deficiencies in  
10 any way contributed to the failure of the agency  
11 to achieve the goal;”.

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