

forward to improve employee morale amongst Border Patrol Agents.

We are especially pleased that the bill addresses two issues requiring immediate attention, accountability and mobility. An independent audit of DHS disciplinary processes would end DHS's current penchant for punishing line agents more severely than managers for the same offense. A uniform and transparent system would hold those accountable for violations of law and policy, while also ensuring due process for employees and accountability from the top down.

The proposed Employee Engagement Steering Committee would give line agents another tool to express limitations on issues such as career progression and mobility to CBP management. Too often, newly hired agents are promised they will be able to move from a duty location to another after a few years. Unfortunately, that just isn't the case. Many are effectively stuck in a location and end up leaving the agency altogether out of frustration. Simply put, the lack of current employee engagement causes the Border Patrol to lose good agents, and consequently, threatens the security of the border.

I appreciate your leadership to protect the rights of federal employees and look forward to continuing to work with you to find a solution. Thank you for your efforts and for considering our comments.

With kindest regard I am,

BRANDON JUDD,
President, National Border Patrol Council

THE NATIONAL TREASURY
EMPLOYEES UNION,
April 21, 2017.

Hon. BENNIE THOMPSON,
Ranking Member, Committee on Homeland Security,
House of Representatives, Washington, DC.

DEAR RANKING MEMBER THOMPSON: On behalf of the 25,000 Customs and Border Protection (CBP) Officers and trade enforcement specialists at the Department of Homeland Security (DHS) who are stationed at 328 land, sea and air ports of entry represented by the National Treasury Employees Union (NTEU), I am writing to thank you for introducing the "Department of Homeland Security Morale, Recognition, Learning and Engagement Act of 2017" or the "DHS MORALE Act."

Low morale has been a consistent challenge at DHS. Factors that contribute to low morale are echoed in the 2016 Office of Personnel Management's Federal Employee Viewpoint Survey. Though DHS has made some gains in 2016, it remains the lowest ranked large agency for employee engagement, global satisfaction and inclusiveness.

The DHS MORALE Act proposes to improve morale within the DHS 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.

Even though the major factors contributing to low morale at CBP ports of entry are insufficient staffing and resources, the provisions in the DHS MORALE Act will help address non-staffing issues that affect employee morale by improving frontline employee engagement and establishing an annual awards program that emphasizes honoring non-supervisory employees. Importantly, your bill ensures that the perspective of frontline employees is considered by, and fully integrated into the Department's workforce activities.

NTEU greatly appreciates your leadership on this important issue and stands ready to work with you to pass this legislation.

Sincerely,

ANTHONY M. REARDON,
National President.

Mr. THOMPSON of Mississippi. My legislation sends a positive message to the DHS workforce that their contributions to the DHS mission are valued and they have not been forgotten as they endure new stresses and challenges under the Trump administration.

My legislation is intended to advance greater employee engagement, leadership development, and workforce planning at the Department of Homeland Security. This legislation seeks to equip DHS leaders, such as the Chief Human Capital Officer, with the necessary tools to promote employee engagement, learning, and morale.

The MORALE Act was unanimously approved by the full committee on May 3, and for good reason. It has wide bipartisan support.

Given the criticality of the DHS mission and the increasingly scarce availability of resources, it is essential that the DHS workforce be prioritized, as they are responsible for carrying out a diverse range of programs to make our country safe.

Mr. Speaker, I urge passage of H.R. 2283.

I yield back the balance of my time. Mr. RUTHERFORD. Mr. Speaker, I once again urge my colleagues to support H.R. 2283, as amended.

I yield back the balance of my time.

Ms. JACKSON LEE. Mr. Speaker, as a senior member of the Homeland Security Committee, I rise in support of H.R. 2283, the "Department of Homeland Security Morale, Recognition, Learning and Engagement Act," which will amend the Homeland Security Act of 2002.

This bill requires the Chief Human Capital Officer to develop and implement policies related to leadership development, employee engagement, and career progression.

The CHCO must evaluate strategic workforce planning efforts, identify methods for managing and overseeing human capital programs, and maintain a catalogue of available employee development opportunities.

It is imperative that employees be aware of the opportunities available for them no matter what their current title or role may be.

Mr. Speaker, this bill will also authorize the Chief Learning and Engagement Officer to assist the Chief Human Capital Officer on employee development and will also authorize the Employee Engagement Steering Committee.

The Employee Engagement Steering Committee will be comprised of representatives from across the Department as well as representatives from employee labor organizations.

Having a committee that is representative of the Department's workforce will ensure that a diverse voice is representative in any decisions made that will affect employees.

The Steering Committee will identify factors that have a negative impact on employee engagement and morale and will monitor components' efforts in addressing morale.

The Component heads are tasked with developing and implementing a component-specific action plan that addresses employee engagement and advances the overall Department action plan.

This bill will authorize the Secretary to establish an annual employee awards program to recognize non-supervisory DHS employees who have made significant contributions to the Department.

Mr. Speaker, this bill will also require the Secretary to provide an independent assessment of DHS programs to Congress.

Congress must ensure that programs are working in the way that they were created to.

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

These organizations have recognized that this bill is a step forward in the right direction which helps employees of the Department have a higher morale.

DHS was ranked low in best places to work in a recent poll conducted.

Recognition and employee engagement is important to reduce turnover, improve team culture, and increase employee performance.

I urge my colleagues to also support this bill and help create a Department of Homeland Security that is professional, efficient, effective, and employee friendly.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Florida (Mr. RUTHERFORD) that the House suspend the rules and pass the bill, H.R. 2283, as amended.

The question was taken; and (two-thirds being in the affirmative) the rules were suspended and the bill, as amended, was passed.

A motion to reconsider was laid on the table.

STREAMLINING DHS OVERHEAD ACT

Mr. RUTHERFORD. Mr. Speaker, I move to suspend the rules and pass the bill (H.R. 2190) to amend the Homeland Security Act of 2002 to direct the Under Secretary for Management of the Department of Homeland Security to make certain improvements in managing the Department's real property portfolio, and for other purposes, as amended.

The Clerk read the title of the bill.

The text of the bill is as follows:

H.R. 2190

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "Streamlining DHS Overhead Act".

SEC. 2. LONG TERM REAL PROPERTY STRATEGIES.

(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 sections:

"SEC. 710. CHIEF FACILITIES AND LOGISTICS OFFICER.

"(a) IN GENERAL.—There is a Chief Facilities and Logistics Officer of the Department who shall report directly to the Under Secretary for Management. The Chief Facilities

and Logistics Officer shall be career reserved for a member of the senior executive service.

“(b) RESPONSIBILITIES.—The Chief Facilities and Logistics Officer shall—

“(1) develop policies and procedures and provide program oversight to manage real property, facilities, personal property, mobile assets, equipment, and other material resources of the Department;

“(2) manage and execute, in consultation with the component heads, mission support services within the National Capital Region for real property, facilities, and other common headquarters and field activities for the Department; and

“(3) provide tactical and transactional services for the Department, including transportation, facility operations, and maintenance.

“SEC. 711. LONG TERM REAL PROPERTY STRATEGIES.

“(a) IN GENERAL.—

“(1) FIRST STRATEGY.—Not later than 180 days after the date of the enactment of this section, the Under Secretary for Management shall develop an initial 5-year regional real property strategy for the Department that covers the five fiscal years immediately following such date of enactment. Such strategy shall be geographically organized, as designated by the Under Secretary for Management.

“(2) SECOND STRATEGY.—Not later than the first day of the fourth fiscal year covered by the first strategy under paragraph (1), the Under Secretary for Management shall develop a second 5-year real property strategy for the Department that covers the five fiscal years immediately following the conclusion of such first strategy.

“(b) REQUIREMENTS.—

“(1) INITIAL STRATEGY.—The initial 5-year strategy developed in accordance with paragraph (1) of subsection (a) shall—

“(A) identify opportunities to consolidate real property, optimize the usage of Federal assets, and decrease the number of commercial leases and square footage within the Department's real property portfolio;

“(B) provide alternate housing and consolidation plans to increase efficiency through joint use of Department spaces while decreasing the cost of leased space;

“(C) concentrate on geographical areas with a significant Department presence, as identified by the Under Secretary for Management;

“(D) examine the establishment of central Department locations in each such geographical region and the co-location of Department components based on the mission sets and responsibilities of such components;

“(E) identify opportunities to reduce overhead costs through co-location or consolidation of real property interests or mission support activities, such as shared mail screening and processing, centralized transportation and shuttle services, regional transit benefit programs, common contracting for custodial and other services, and leveraging strategic sourcing contracts and sharing of specialized facilities, such as training facilities and resources;

“(F) manage the current Department Workspace Standard for Office Space in accordance with the Department office workspace design process to develop the most efficient and effective spaces within the workspace standard usable square foot ranges for all leased for office space entered into on or after the date of the enactment of this section, including the renewal of any leases for office space existing as of such date;

“(G) define, based on square footage, what constitutes a major real property acquisition;

“(H) prioritize actions to be taken to improve the operations and management of the

Department's real property inventory, based on life-cycle cost estimations, in consultation with component heads; and

“(I) include any additional information determined appropriate or relevant by the Under Secretary for Management.

“(2) SECOND STRATEGY.—The second 5-year strategy developed in accordance with paragraph (2) of subsection (a) shall include information required in subparagraphs (A), (B), (C), (E), (F), (G), (H), and (I) of paragraph (1) and information on the effectiveness of implementation efforts pursuant to the Department-wide policy required in accordance with subsection (c), including—

“(A) the impact of such implementation on departmental operations and costs; and

“(B) the degree to which the Department established central Department locations and co-located Department components pursuant to the results of the examination required by subparagraph (D) of paragraph (1).

“(c) IMPLEMENTATION POLICIES.—Not later than 90 days after the development of each of the regional real property strategies developed in accordance with subsection (a), the Under Secretary for Management shall develop or update, as applicable, a Department-wide policy implementing such strategies.

“(d) CERTIFICATIONS.—Subject to subsection (g)(3), the implementation policies developed pursuant to subsection (c) shall require component heads to certify to the Under Secretary for Management that such heads have complied with the requirements specified in subsection (b) before making any major real property decision or recommendation, as defined by the Under Secretary, including matters related to new leased space, renewing any existing leases, or agreeing to extend or newly occupy any Federal space or new construction, in accordance with the applicable regional real property strategy developed in accordance with subsection (a).

“(e) UNDERUTILIZED SPACE.—

“(1) IN GENERAL.—The implementing policies developed pursuant to subsection (c) shall require component heads, acting through regional property managers under subsection (f), to annually report to the Under Secretary for Management on underutilized space and identify space that may be made available for use, as applicable, by other components or Federal agencies.

“(2) EXCEPTION.—The Under Secretary for Management may grant an exception to the workspace standard usable square foot ranges described in subsection (b)(1)(F) for specific office locations at which a reduction or elimination of otherwise underutilized space would negatively impact a component's ability to execute its mission based on readiness performance measures or would increase the cost of such space.

“(3) UNDERUTILIZED SPACE DEFINED.—In this subsection, the term ‘underutilized space’ means any space with respect to which utilization is greater than the workplace standard usable square foot ranges pursuant to subsection (b)(1)(F).

“(f) COMPONENT RESPONSIBILITIES.—

“(1) REGIONAL PROPERTY MANAGERS.—Each component head shall identify a senior career employee of each such component for each geographic region included in the regional real property strategies developed in accordance with subsection (a) to serve as each such component's regional property manager. Each such regional property manager shall serve as a single point of contact for Department headquarters and other Department components for all real property matters relating to each such component within the region in which each such component is located, and provide data and any other support necessary for the DHS Regional Mission Support Coordinator stra-

tegic asset and portfolio planning and execution.

“(2) DATA.—Regional property managers under paragraph (1) shall provide annually to the Under Secretary for Management, via a standardized and centralized system, data on each component's real property holdings, as specified by the Under Secretary for Management, including relating to underutilized space under subsection (e) (as such term is defined in such subsection), total square footage leased, annual cost, and total number of staff, for each geographic region included in the regional real property strategies developed in accordance with subsection (a).

“(g) ONGOING OVERSIGHT.—

“(1) IN GENERAL.—The Under Secretary for Management shall monitor components' adherence to the regional real property strategies developed in accordance with subsection (a) and the implementation policies developed pursuant to subsection (c).

“(2) ANNUAL REVIEW.—The Under Secretary for Management shall annually review the data submitted pursuant to subsection (f)(2) to ensure all underutilized space (as such term is defined in subsection (e)) is properly identified.

“(3) CERTIFICATION REVIEW.—The Under Secretary for Management shall review, and if appropriate, approve, component certifications under subsection (d) before such components may make any major real property decision, including matters related to new leased space, renewing any existing leases, or agreeing to extend or newly occupy any Federal space or new construction, in accordance with the applicable regional real property strategy developed in accordance with subsection (a).

“(4) CONGRESSIONAL REPORTING.—The Under Secretary for Management shall annually provide information to the Committee on Homeland Security and Committee on Transportation and Infrastructure of the House of Representatives, the Committee on Homeland Security and Governmental Affairs of the Senate, and the Inspector General of the Department on the Department's real property portfolio, including information relating to the following:

“(A) A summary of the Department's real property holdings in each region described in the regional strategies developed in accordance with subsection (a), and for each such property, information including the total square footage leased, the total cost, the total number of staff at each such property, and the square foot per person utilization rate for office space (and whether or not such conforms with the workspace standard usable square foot ranges established pursuant to subsection (b)(1)(F)).

“(B) An accounting of all underutilized space (as such term is defined in subsection (e)).

“(C) An accounting of all instances in which the Department or its components consolidated their real property holdings or co-located with another entity within the Department.

“(D) A list of all certifications provided pursuant to subsection (d) and all such certifications approved pursuant to paragraph (3) of this subsection.

“(5) INSPECTOR GENERAL REVIEW.—Not later than 120 days after the last day of the fifth fiscal year covered in each of the initial and second regional real property strategies developed in accordance with subsection (a), the Inspector General of the Department

shall review the information submitted pursuant to paragraph (4) and issue findings regarding the effectiveness of the implementation of the Department-wide policy and oversight efforts of the management of real property facilities, personal property, mobile assets, equipment and the Department's other material resources as required under this section."

(b) **REPORTING.**—The Secretary 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 copies of the regional strategies developed in accordance with section 710(a) of the Homeland Security Act of 2002 (as added by subsection (a) of this section) not later than 90 days after the date of the development of each such strategy.

(c) **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 709 the following new items:

"Sec. 710. Chief Facilities and Logistics Officer.

"Sec. 711. Long term real property strategies."

The **SPEAKER** pro tempore. Pursuant to the rule, the gentleman from Florida (Mr. RUTHERFORD) and the gentleman from Mississippi (Mr. THOMPSON) each will control 20 minutes.

The Chair recognizes the gentleman from Florida.

GENERAL LEAVE

Mr. RUTHERFORD. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days within which to revise and extend their remarks and include any extraneous material on the bill under consideration.

The **SPEAKER** pro tempore. Is there objection to the request of the gentleman from Florida?

There was no objection.

Mr. RUTHERFORD. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise today in strong support of H.R. 2190, the Streamlining DHS Overhead Act.

Despite being the Nation's third largest Federal department, the Department of Homeland Security continues to struggle with challenges from its integration of 22 different Federal departments and agencies.

One example of these challenges is the Department's management of its real estate portfolio. DHS pays \$2 billion a year to occupy more than 100 million square feet of space. Weak internal oversight and a lack of property management processes have further intensified the problem.

Collaboration and coordination is important in these instances, and doing nothing has led to a footprint larger than what DHS needs to carry out its mission.

This legislation directly addresses these challenges by mandating the development of regional real property strategies that focus on consolidating leases, where appropriate, to the mission. It also gives the Under Secretary for Management oversight tools to ensure DHS property is being managed efficiently.

Another important part of this legislation is its outlining of responsibilities for the Chief Facilities and Logistics Officer to achieve cost savings.

As we have seen from the 2-year majority staff investigation, increased accountability and promoting efficiency is needed so DHS can more effectively use its resources to focus on its mission of securing the homeland while also saving taxpayer funds.

Improving the Department's operation and promoting efficiencies within its real property portfolio is an issue that both sides of the aisle and the Department should be able to work together on.

H.R. 2190 is commonsense legislation. I urge my colleagues' support.

I reserve the balance of my time.

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Mr. THOMPSON of Mississippi. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise in support of H.R. 2190, the Streamlining DHS Overhead Act. Each year, the Department of Homeland Security spends nearly one-fourth of its entire budget on acquisitions.

DHS has a vast and diversified portfolio of assets and real property. Given the importance of these assets to DHS' mission, it is essential that DHS manage its real property investments efficiently and effectively. This legislation establishes a chief facilities and logistics officer to not only oversee real property, but to seek efficiencies in how the properties are managed.

H.R. 2190 also requires a 5-year regional real property strategy to help decisionmakers pinpoint opportunities to reduce overhead costs through co-location or consolidation efforts. This bipartisan bill was approved unanimously by the Committee on Homeland Security on May 3.

Mr. Speaker, in closing, I urge passage of H.R. 2190, Streamlining DHS Overhead Act. Enactment of this legislation conveys our interest in ensuring that the Department makes smart choices when it comes to managing its vast real estate property portfolio.

Mr. Speaker, I yield back the balance of my time.

Mr. RUTHERFORD. Mr. Speaker, I urge my colleagues to support H.R. 2190, as amended, and I yield back the balance of my time.

The **SPEAKER** pro tempore. The question is on the motion offered by the gentleman from Florida (Mr. RUTHERFORD) that the House suspend the rules and pass the bill, H.R. 2190, as amended.

The question was taken; and (two-thirds being in the affirmative) the rules were suspended and the bill, as amended, was passed.

A motion to reconsider was laid on the table.

RECOGNIZING THE AMERICAN ENTREPRENEURSHIP AWARD

(Ms. ROS-LEHTINEN asked and was given permission to address the House

for 1 minute and to revise and extend her remarks.)

Ms. ROS-LEHTINEN. Mr. Speaker, I rise tonight to recognize George Logothetis, the CEO and chairman of the Libra Group, a private organization based in my congressional district that is dedicated to bolstering local communities through educational and business programs.

George is a visionary who recognizes the value of promoting startup businesses as a catalyst for financial self-sufficiency, economic development, and job creation. In 2015, George created the American Entrepreneurship Award, a nonprofit with one goal in mind: to make free enterprise accessible to every underserved community across our Nation.

This Friday, June 23, George will host AEA's annual awards ceremony in our home city of Miami, where George will announce the winners of the 2017 Business Plan Competition from Miami and the Bronx. The awardees will receive a cash prize as well as vital consultation and mentorship to get their new business ventures off the ground.

I would like to thank George for his leadership in promoting innovation, and I look forward to his future success, as well as the AEA's.

THE SENATE'S SECRET HEALTHCARE BILL

(Mr. KRISHNAMOORTHY asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. KRISHNAMOORTHY. Mr. Speaker, the healthcare bill the Senate leadership is writing has not been subjected to any public hearings or debate and, to this day, the contents of the bill remain a secret. This bill is being written by 13 men—Republican men. And because it is being written in secret, only those in the room have a say.

Under normal circumstances, every Senator would have the chance to read and debate a bill, just as we had in the House. But these are not normal circumstances.

As that secret committee reshapes our healthcare system behind closed doors, no woman has a seat at the table, no Democrat has a seat at the table, and 77 percent of Americans do not have a Senator at the table.

The Senate leadership has deprived nearly 250 million Americans of representation in the writing of this healthcare bill because they thought no one would notice. They will be proven wrong.

RECOGNIZING ALZHEIMER'S AND BRAIN AWARENESS MONTH

(Mr. PAULSEN asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. PAULSEN. Mr. Speaker, I rise today to recognize Alzheimer's and Brain Awareness Month. Alzheimer's is