

Appointment:
Board of Visitors of the U.S. Military Academy.
With best wishes, I am
Sincerely,
CHERYL L. JOHNSON.

CONTINUATION OF THE NATIONAL EMERGENCY WITH RESPECT TO SOUTH SUDAN—MESSAGE FROM THE PRESIDENT OF THE UNITED STATES (H. DOC. NO. 116-25)

The SPEAKER pro tempore laid before the House the following message from the President of the United States; which was read and, together with the accompanying papers, referred to the Committee on Foreign Affairs and ordered to be printed:

To the Congress of the United States:

Section 202(d) of the National Emergencies Act (50 U.S.C. 1622(d)) provides for the automatic termination of a national emergency unless, within 90 days before the anniversary date of its declaration, the President publishes in the *Federal Register* and transmits to the Congress a notice stating that the emergency is to continue in effect beyond the anniversary date. In accordance with this provision, I have sent to the *Federal Register* for publication the enclosed notice stating that the national emergency declared in Executive Order 13664 of April 3, 2014, with respect to South Sudan, is to continue in effect beyond April 3, 2019.

The situation in and in relation to South Sudan, which has been marked by activities that threaten the peace, security, or stability of South Sudan and the surrounding region, including widespread violence and atrocities, human rights abuses, recruitment and use of child soldiers, attacks on peacekeepers, and obstruction of humanitarian operations, continues to pose an unusual and extraordinary threat to the national security and foreign policy of the United States. For this reason, I have determined that it is necessary to continue the national emergency declared in Executive Order 13664 with respect to South Sudan.

DONALD J. TRUMP.
THE WHITE HOUSE, April 1, 2019.

RECESS

The SPEAKER pro tempore. Pursuant to clause 12(a) of rule I, the Chair declares the House in recess until approximately 4 p.m. today.

Accordingly (at 2 o'clock and 9 minutes p.m.), the House stood in recess.

□ 1605

AFTER RECESS

The recess having expired, the House was called to order by the Speaker pro tempore (Mr. SHERMAN) at 4 o'clock and 5 minutes p.m.

ANNOUNCEMENT BY THE SPEAKER PRO TEMPORE

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, the Chair

will postpone further proceedings today on motions to suspend the rules on which a recorded vote or the yeas and nays are ordered, or votes objected to under clause 6 of rule XX.

The House will resume proceedings on postponed questions at a later time.

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

Mr. THOMPSON of Mississippi. Mr. Speaker, I move to suspend the rules and pass 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, as amended.

The Clerk read the title of the bill. The text of the bill is as follows:

H.R. 1433

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 “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”;

(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 re-

quirements 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.”;

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

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

(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 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 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.

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

The Chair recognizes the gentleman from Mississippi (Mr. THOMPSON).

GENERAL LEAVE

Mr. THOMPSON of Mississippi. Mr. Speaker, I ask unanimous consent that all Members have 5 legislative days to revise and extend their remarks and to include extraneous material on this measure.

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

There was no objection.

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

Mr. Speaker, I rise in support of H.R. 1433, the DHS MORALE Act.

Mr. Speaker, every day, the Department of Homeland Security’s workforce carries out dozens of critical missions, which are as diverse as preventing terrorism, securing cyberspace, transportation security, and disaster recovery.

These 240,000 men and women deserve to have their contributions to keeping the Nation secure valued by not only the American people but also by DHS itself. Yet, even before the President’s 35-day partial government shutdown earlier this year, morale within DHS was a persistent problem. In fact, for the past 7 years, DHS has ranked dead last among all large Federal agencies in the Partnership for Public Service’s annual “Best Places to Work in the Federal Government” survey.

This is unacceptable. Senior DHS leadership, most especially the Secretary of Homeland Security, needs to prioritize improving morale within the DHS workforce. In the Obama administration, then-DHS Secretary Jeh Johnson began to address this operational imperative through a range of programs under the unity of effort umbrella. Unfortunately, the current administration largely abandoned those promising efforts.

I have long been committed to improving conditions for the DHS workforce. To that end, I reintroduced H.R.

1433, the DHS MORALE Act, a bill that passed the House unanimously and received tremendous support from the labor organizations representing the DHS labor force.

The DHS MORALE Act requires DHS to develop and implement policies related to leadership development, employee engagement, career progression, and employee recommendations.

This Congress, two new provisions were added to the bill. The first directs the DHS Chief Human Capital Officer to analyze government-wide Federal workforce satisfaction or morale surveys to inform efforts to improve morale. The second provision requires a report to Congress on the impact of the recent government shutdown on DHS human resources and morale. Both of these measures would be a step toward fixing the longstanding morale problems at DHS.

Mr. Speaker, I urge the passage of H.R. 1433, and I reserve the balance of my time.

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

Today, I rise in support of H.R. 1433, the DHS MORALE Act. The bill seeks to address an issue that has plagued the Department of Homeland Security since its creation: low employee morale.

DHS has consistently reported low employee morale on the “Federal Employee Viewpoint Survey” and today remains dead last out of large agencies in employee satisfaction.

These numbers are troubling. DHS must find ways to improve employee morale. The Department’s mission is too important for these issues to be ignored. H.R. 1433 will address the morale problem at DHS by improving leadership development, workforce planning, and employee engagement programs.

Mr. Speaker, I urge my colleagues to support H.R. 1433 to improve morale throughout DHS and its components, and I yield back the balance of my time.

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

Mr. Speaker, H.R. 1433 would help improve morale among the Department’s 240,000 employees by creating and cataloging leadership development opportunities, identifying and addressing factors that impact employee engagement, and recognizing employee contributions.

The DHS MORALE Act continues to have the support of the National Border Patrol Council, National Treasury Employees Union, and American Federation of Government Employees. Enactment of the bill will help DHS examine the root cause of the longstanding morale concerns and determine the best strategy to move the Department forward in a positive direction.

Mr. Speaker, I ask for my colleagues’ support, and I yield back the balance of my time.

The SPEAKER pro tempore. The question is on the motion offered by

the gentleman from Mississippi (Mr. THOMPSON) that the House suspend the rules and pass the bill, H.R. 1433, 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.

COORDINATING AND LEVERAGING ACTIVITIES FOR SCHOOL SECURITY ACT

Mr. THOMPSON of Mississippi. Mr. Speaker, I move to suspend the rules and pass the bill (H.R. 1593) to amend the Homeland Security Act of 2002 to establish a school security coordinating council, and for other purposes, as amended.

The Clerk read the title of the bill.

The text of the bill is as follows:

H.R. 1593

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 “Coordinating and Leveraging Activities for School Security Act” or the “CLASS Act of 2019”.

SEC. 2. SCHOOL SECURITY COORDINATING COUNCIL.

(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. SCHOOL SECURITY COORDINATING COUNCIL.

“(a) ESTABLISHMENT.—There is established in the Department a coordinating council to ensure that, to the maximum extent practicable, activities, plans, and policies to enhance the security of an early childhood education program, elementary school, high school, or secondary schools against an act of terrorism are coordinated.

“(b) COMPOSITION.—The members of the council established pursuant to subsection (a) shall include the following:

“(1) The Under Secretary for Strategy, Policy, and Plans.

“(2) The Director of the Cybersecurity and Infrastructure Security.

“(3) The Administrator of the Federal Emergency Management Agency.

“(4) The Director of the Secret Service.

“(5) The Executive Director of the Office of Academic Engagement.

“(6) The Assistant Secretary for Public Affairs.

“(7) Any other official of the Department the Secretary determines appropriate.

“(c) LEADERSHIP.—The Secretary shall designate a member of the council to serve as chair of the council.

“(d) REPORTS.—Not later than January 30, 2021, and annually thereafter, the Secretary 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 a report regarding the council’s activities during the preceding year, including information on any metrics regarding the efficacy of such activities and any engagement with stakeholders outside of the Federal Government.

“(e) DEFINITIONS.—In this section, the terms ‘early childhood education program’, ‘elementary school’, ‘high school’, and ‘secondary school’ have the meanings given such terms in section 8101 of the Elementary and

Secondary Education Act of 1965 (20 U.S.C. 7801, et seq.).”

(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. School security coordinating council.”

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

The Chair recognizes the gentleman from Mississippi (Mr. THOMPSON).

GENERAL LEAVE

Mr. THOMPSON of Mississippi. Mr. Speaker, I ask unanimous consent that all Members have 5 legislative days to revise and extend their remarks and to include extraneous material on this measure.

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

There was no objection.

□ 1615

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

Mr. Speaker, I rise in support of H.R. 1593, the Coordinating and Leveraging Activities for School Security Act.

Mr. Speaker, school violence continues to devastate communities and take the lives of so many young people. In 2018, we saw a record number of school shootings across the country. In response, Congressman DONALD PAYNE, Jr., introduced H.R. 1593, the Coordinating and Leveraging Activities for School Security Act, known as the CLASS Act.

H.R. 1593 seeks to ensure that the Department of Homeland Security organizes itself to help bolster school security. Specifically, the CLASS Act establishes a standing body within DHS to coordinate the Department’s school security initiatives, activities, plans, and policies. Additionally, to help ensure that DHS gives school security adequate attention, H.R. 1593 requires the Department to report to Congress on the work of the council.

Mr. Speaker, this is an important bill. I urge my colleagues to support H.R. 1593, and I reserve the balance of my time.

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

Today I rise in support of H.R. 1593, the CLASS Act.

While the Department of Homeland Security already coordinates its policies relating to school security and safety across the Department, codifying this council into law will ensure important channels for information sharing and coordination are maintained during changes in administration.

Currently, DHS utilizes a number of tools to assist in the protection of our Nation’s children. For example, the United States Secret Service National