

(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 Departmentwide 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 Departmentwide 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 December 27, 2021.

(Pub. L. 107–296, title VII, § 711, as added Pub. L. 117–81, div. F, title LXIV, § 6401(a), Dec. 27, 2021, 135 Stat. 2397.)

**Statutory Notes and Related Subsidiaries**

SUBMISSIONS TO CONGRESS

Pub. L. 117–81, div. F, title LXIV, § 6401(c), Dec. 27, 2021, 135 Stat. 2398, provided that:

“(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 [this section] (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 [this section] not later than 30 days after the issuance of each such plan under such subsection (b)(2).”

**§ 352. 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 emphasize honoring employees who are at the nonsupervisory 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.

(Pub. L. 107–296, title VII, § 712, as added Pub. L. 117–81, div. F, title LXIV, § 6402(a), Dec. 27, 2021, 135 Stat. 2398.)

**§ 353. Acquisition professional career program**

**(a) Establishment**

There is established in the Department an acquisition professional career program to develop a cadre of acquisition professionals within the Department.

**(b) Administration**

The Under Secretary for Management shall administer the acquisition professional career program established pursuant to subsection (a).

**(c) Program requirements**

The Under Secretary for Management shall carry out the following with respect to the acquisition professional career program.<sup>1</sup>

<sup>1</sup> So in original. Probably should be a colon.