

AMENDMENT NO. \_\_\_\_\_ Calendar No. \_\_\_\_\_

Purpose: To provide additional responsibilities for the Chief Human Capital Officer of the Department of Homeland Security.

**IN THE SENATE OF THE UNITED STATES—114th Cong., 2d Sess.**

**S.** \_\_\_\_\_

To amend the Homeland Security Act of 2002 to reform, streamline, and make improvements to the Department of Homeland Security and support the Department's efforts to implement better policy, planning, management, and performance, and for other purposes.

Referred to the Committee on \_\_\_\_\_ and  
ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT intended to be proposed by \_\_\_\_\_

Viz:

1 At the appropriate place, insert the following:

2 **SEC. \_\_\_\_ . CHIEF HUMAN CAPITAL OFFICER.**

3 Section 704 of the Homeland Security Act of 2002

4 (6 U.S.C. 344) is amended to read as follows:

5 **“SEC. 704. CHIEF HUMAN CAPITAL OFFICER.**

6 “(a) IN GENERAL.—There is a Chief Human Capital  
7 Officer of the Department, who shall report directly to the  
8 Under Secretary for Management.

9 “(b) RESPONSIBILITIES.—In addition to the respon-  
10 sibilities set forth in chapter 14 of title 5, United States

1 Code, and other applicable law, the Chief Human Capital  
2 Officer shall—

3 “(1) develop and implement strategic workforce  
4 planning policies that are consistent with Govern-  
5 ment-wide leading principles and in line with De-  
6 partment strategic human capital goals and prior-  
7 ities;

8 “(2) develop performance measures to provide a  
9 basis for monitoring and evaluating Department-  
10 wide strategic workforce planning efforts;

11 “(3) develop, improve, and implement policies,  
12 including compensation flexibilities available to Fed-  
13 eral agencies where appropriate, to recruit, hire,  
14 train, and retain the workforce of the Department,  
15 in coordination with all components of the Depart-  
16 ment;

17 “(4) identify methods for managing and over-  
18 seeing human capital programs and initiatives, in co-  
19 ordination with the head of each component of the  
20 Department;

21 “(5) develop a career path framework and cre-  
22 ate opportunities for leader development in coordina-  
23 tion with all components of the Department;

24 “(6) lead the efforts of the Department for  
25 managing employee resources, including training and

1 development opportunities, in coordination with each  
2 component of the Department;

3 “(7) work to ensure the Department is imple-  
4 menting human capital programs and initiatives and  
5 effectively educating each component of the Depart-  
6 ment about these programs and initiatives;

7 “(8) identify and eliminate unnecessary and du-  
8 plicative human capital policies and guidance;

9 “(9) provide input concerning the hiring and  
10 performance of the Chief Human Capital Officer or  
11 comparable official in each component of the De-  
12 partment; and

13 “(10) ensure that all employees of the Depart-  
14 ment are informed of their rights and remedies  
15 under chapters 12 and 23 of title 5, United States  
16 Code.”.