

119TH CONGRESS
1ST SESSION

H. R. 434

To amend the Homeland Security Act of 2002 to improve U.S. Customs and Border Protection (CBP) identification of staffing needs, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 15, 2025

Mr. HIGGINS of Louisiana introduced the following bill; which was referred to the Committee on Homeland Security

A BILL

To amend the Homeland Security Act of 2002 to improve U.S. Customs and Border Protection (CBP) identification of staffing needs, and for other purposes.

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

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “CBP Workload Staff-
5 ing Model Act”.

1 **SEC. 2. ESTABLISHMENT OF WORKLOAD STAFFING MOD-**
2 **ELS FOR U.S. BORDER PATROL AND AIR AND**
3 **MARINE OPERATIONS OF U.S. CUSTOMS AND**
4 **BORDER PROTECTION.**

5 (a) IN GENERAL.—The Commissioner of U.S. Cus-
6 toms and Border Protection shall, in coordination with the
7 Under Secretary for Management, Chief Human Capital
8 Officer, and Chief Financial Officer of the Department of
9 Homeland Security, develop and implement, by not later
10 than one year after the date of the enactment of this Act,
11 a workload staffing model for each of the following:

12 (1) The U.S. Border Patrol.

13 (2) Air and Marine Operations.

14 (b) RESPONSIBILITIES OF THE COMMISSIONER OF
15 CBP.—Subsection (c) of section 411 of the Homeland Se-
16 curity Act of 2002 (6 U.S.C. 211) is amended—

17 (1) by redesignating paragraphs (18) and (19)
18 as paragraphs (20) and (21), respectively; and

19 (2) by inserting after paragraph (17) the fol-
20 lowing new paragraphs:

21 “(18) implement a staffing model that includes
22 consideration for essential frontline operator activi-
23 ties and functions, variations in operating environ-
24 ments, present and planned infrastructure, present
25 and planned technology, and required operations
26 support levels for the U.S. Border Patrol, Air and

1 Marine Operations, and the Office of Field Oper-
2 ations, to manage and assign personnel of such enti-
3 ties to ensure field and support posts possess ade-
4 quate resources to carry out duties specified in this
5 section;

6 “(19) develop standard operating procedures
7 for a workforce tracking system within the U.S.
8 Border Patrol, Air and Marine Operations, and the
9 Office of Field Operations, train the workforce of
10 each of such entities on the use, capabilities, and
11 purpose of such system, and implement internal con-
12 trols to ensure timely and accurate scheduling and
13 reporting of actual completed work hours and activi-
14 ties;”.

15 (c) REPORT.—Not later than one year after the date
16 of the enactment of this Act with respect to subsection
17 (a) and paragraphs (18) and (19) of section 411(c) of the
18 Homeland Security Act of 2002 (as amended by sub-
19 section (b)), and annually thereafter with respect to such
20 paragraphs (18) and (19), the Secretary of Homeland Se-
21 curity shall submit to the Committee on Homeland Secu-
22 rity of the House of Representatives and the Committee
23 on Homeland Security and Governmental Affairs of the
24 Senate a status update on the implementation of this Act
25 and such paragraphs (18) and (19), and annual status

1 updates regarding such paragraphs (18) and (19), as well
2 as all relevant workload staffing models. Such status up-
3 dates shall include information on data sources and meth-
4 odology used to generate such staffing models.

5 (d) INSPECTOR GENERAL REVIEW.—Not later than
6 120 days after the Commissioner of U.S. Customs and
7 Border Protection develops a workload staffing model pur-
8 suant to subsection (a), the Inspector General of the De-
9 partment of Homeland Security shall review such model
10 and provide feedback to the Secretary of Homeland Secu-
11 rity and the Committee on Homeland Security of the
12 House of Representatives and the Committee on Home-
13 land Security and Governmental Affairs of the Senate re-
14 garding the degree to which such model is responsive to
15 Inspector General recommendations, including rec-
16 ommendations from the Inspector General’s February
17 2019 audit, and as appropriate, any further recommenda-
18 tions to improve such model.

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