

119TH CONGRESS
2^D SESSION

H. R. 7003

To authorize the Under Secretary of Commerce for Industry and Security to appoint certain personnel in order to attract highly qualified experts, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 9, 2026

Mr. SHREVE (for himself and Ms. KAMLAGER-DOVE) introduced the following bill; which was referred to the Committee on Foreign Affairs, and in addition to the Committee on Oversight and Government Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To authorize the Under Secretary of Commerce for Industry and Security to appoint certain personnel in order to attract highly qualified experts, 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 “BIS Strategic Talent
5 Recruitment to Enhance National Guardrails for Techno-
6 logical Handling Act” or the “BIS STRENGTH Act”.

1 **SEC. 2. ATTRACTING HIGHLY QUALIFIED EXPERTS TO BU-**
2 **REAU OF INDUSTRY AND SECURITY.**

3 (a) IN GENERAL.—The Under Secretary of Com-
4 merce for Industry and Security, in order to attract to
5 the Bureau of Industry and Security highly qualified ex-
6 perts in needed occupations (as determined by the Under
7 Secretary), may—

8 (1) conduct an annual study to identify specific
9 gaps in expertise at the Bureau that have been dif-
10 ficult to fill through the civil service and constrain
11 the Bureau’s ability to effectively fulfil the Bureau’s
12 mandate;

13 (2) notwithstanding any provision of section
14 3304 or sections 3309 through 3318 of title 5,
15 United States Code, appoint personnel from outside
16 the civil service (as defined in section 2101 of title
17 5, United States Code) that have the expertise iden-
18 tified pursuant to paragraph (1) to positions in the
19 Bureau of Industry and Security; and

20 (3) prescribe the rates of basic pay for positions
21 to which employees are appointed under paragraph
22 (2) at rates not in excess of the maximum rate of
23 basic pay authorized for senior-level positions under
24 section 5376 of title 5, United States Code, as in-
25 creased by locality-based comparability payments
26 under section 5304 of that title, notwithstanding any

1 provision of that title governing the rates of pay or
2 classification of employees in the executive branch.

3 (b) LIMITATION ON TERM OF APPOINTMENT.—

4 (1) IN GENERAL.—Except as provided in para-
5 graph (2), the service of an employee under an ap-
6 pointment made pursuant to this section may not
7 exceed 5 years.

8 (2) EXTENSIONS.—The Under Secretary may,
9 in the case of a particular employee, extend the pe-
10 riod to which service is limited under paragraph (1)
11 by not more than one additional year if the Under
12 Secretary determines that such action is necessary
13 to promote the national security or foreign policy of
14 the United States.

15 (c) LIMITATION ON TOTAL ANNUAL COMPENSA-
16 TION.—Notwithstanding any other provision of this sec-
17 tion or of section 5307 of title 5, United States Code, no
18 additional payments may be paid to an employee under
19 this section in any calendar year if, or to the extent that,
20 the total annual compensation of the employee will exceed
21 the maximum amount of total annual compensation pay-
22 able to the Vice President under section 104 of title 3,
23 United States Code.

24 (d) LIMITATION ON NUMBER OF HIGHLY QUALIFIED
25 EXPERTS.—The number of highly qualified experts ap-

1 pointed and retained by the Under Secretary under sub-
2 section (b)(1) shall not exceed 25 at any time.

3 (e) REPORT REQUIRED.—

4 (1) IN GENERAL.—Not later than 180 days
5 after the date of the enactment of this section, and
6 annually thereafter, the Under Secretary shall sub-
7 mit to the committees specified in paragraph (2) a
8 report that includes—

9 (A) a list of areas in which the Under Sec-
10 retary has identified specific gaps in expertise
11 pursuant to subsection (a)(1);

12 (B) the steps taken by the Under Sec-
13 retary to appoint personnel with expertise in
14 such areas from within the civil service during
15 the period specified in paragraph (3);

16 (C) the number of individuals appointed to
17 the Bureau of Industry and Security under the
18 authority provided by this section during the
19 period specified in paragraph (3);

20 (D) a description of the qualifications of
21 such individuals and their responsibilities dur-
22 ing that period; and

23 (E) a description of the impact of such in-
24 dividuals on carrying out the mission of the Bu-
25 reau of Industry and Security.

1 (2) COMMITTEES SPECIFIED.—The committees
2 specified in this paragraph are—

3 (A) the Committee on Banking, Housing,
4 and Urban Affairs of the Senate;

5 (B) the Committee on Oversight and Gov-
6 ernment Reform of the House of Representa-
7 tives; and

8 (C) the Committee on Foreign Affairs of
9 the House of Representatives.

10 (3) PERIOD SPECIFIED.—The period specified
11 in this paragraph is—

12 (A) in the case of the first report required
13 by paragraph (1), the 180-day period preceding
14 submission of the report; and

15 (B) in the case of any subsequent report
16 required by paragraph (1), the one-year period
17 preceding submission of the report.

18 (f) SAVINGS PROVISIONS.—In the event that the
19 Under Secretary terminates the authority under this sec-
20 tion, in the case of an employee who, on the day before
21 the termination of the authority, is serving in a position
22 pursuant to an appointment under this section—

23 (1) the termination of the authority does not
24 terminate the employee's employment in that posi-
25 tion before the expiration of the lesser of—

1 (A) the period for which the employee was
2 appointed; or

3 (B) the period to which the employee's
4 service is limited under subsection (c), including
5 any extension made under this section before
6 the termination of the authority; and

7 (2) the rate of basic pay prescribed for the posi-
8 tion under this section may not be reduced as long
9 as the employee continues to serve in the position
10 without a break in service.

11 (g) RULE OF CONSTRUCTION.—Nothing in this sec-
12 tion shall be construed to waive any requirement regarding
13 background checks or qualifications of applicants to posi-
14 tions with the Bureau of Industry and Security.

15 (h) TERMINATION.—The authority provided by this
16 section shall cease to be effective on the date that is 5
17 years after the date of the enactment of this section.

○