

110TH CONGRESS
2D SESSION

H. R. 7138

To provide for the establishment and implementation of a National Security Career Development Program.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 26, 2008

Mr. DAVIS of Kentucky introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To provide for the establishment and implementation of a National Security Career Development Program.

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 “National Security Pro-
5 fessionals Act of 2008”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

8 (1) In order to enhance the national security of
9 the United States, including preventing, protecting
10 against, responding to, and recovering from natural

1 and manmade disasters, such as acts of terrorism,
2 as well as to achieve greater agency integration for
3 the projection of American power, it is the policy of
4 the United States to promote the education, train-
5 ing, and interagency experience of current and fu-
6 ture professionals in national security positions in
7 Federal agencies.

8 (2) Improvised interagency responses in the
9 face of imminent threats or during a response to a
10 national emergency result in mistakes, mismanage-
11 ment, and waste.

12 (3) Effective national security interagency oper-
13 ations require a transformation of national security
14 education, training, and interagency experience in
15 order to produce an interagency cadre of able na-
16 tional security professionals with specific education,
17 training, and interagency experience.

18 (4) Professional requirements and staffing
19 needs relating to national security differ for every
20 level of government, as well as among Federal agen-
21 cies; therefore, the career development of national
22 security professionals will vary between and within
23 departments and agencies.

1 (5) Today, there is no formal coordinated sys-
2 tem for developing the skills and experience needed
3 to fulfill this need.

4 **SEC. 3. DEFINITIONS.**

5 For purposes of this Act—

6 (1) the term “employee” has the meaning given
7 such term by section 2105 of title 5, United States
8 Code;

9 (2) the term “national security professional”
10 means an employee holding a national security posi-
11 tion;

12 (3) the term “national security position” means
13 a position, the duties and responsibilities of which
14 include planning, coordinating, and executing mis-
15 sions in support of national security objectives, such
16 as positions across multiple departments and agen-
17 cies in—

18 (A) the National Counterterrorism Center;

19 or

20 (B) a provincial reconstruction team; and

21 (4) the term “National Security Career Devel-
22 opment Program” or “Program” refers to the pro-
23 gram developed and implemented under this Act.

1 **SEC. 4. NATIONAL SECURITY CAREER DEVELOPMENT PRO-**
2 **GRAM.**

3 (a) ESTABLISHMENT.—

4 (1) IN GENERAL.—The President shall establish
5 a program for the development of national security
6 professionals, which shall be known as the “National
7 Security Career Development Program”. The Pro-
8 gram shall set forth a framework that shall provide
9 national security professionals access to integrated
10 education, training, and professional experience
11 interagency opportunities for the purpose of enhanc-
12 ing their mission-related knowledge, skills, and expe-
13 rience, and thereby improve their capability to safe-
14 guard the security of the Nation. Such interagency
15 career development opportunities shall be provided
16 across Federal agencies, levels of Government, and
17 national security functions, as appropriate.

18 (2) PARTICIPATING DEPARTMENTS AND AGEN-
19 CIES.—The departments and agencies participating
20 in the Program shall include the Department of
21 State, the Department of the Treasury, the Depart-
22 ment of Defense, the Department of Justice, the De-
23 partment of Agriculture, the Department of Labor,
24 the Department of Health and Human Services, the
25 Department of Housing and Urban Development,
26 the Department of Transportation, the Department

1 of Energy, the Department of Education, the De-
2 partment of Homeland Security, the Office of Man-
3 agement and Budget, the Nuclear Regulatory Com-
4 mission, the United States Agency for International
5 Development, and all intelligence agencies.

6 (b) APPOINTMENT AND ADVANCEMENT.—

7 (1) EXPERIENCED PERSONNEL.—Departments
8 and agencies participating in the Program shall en-
9 courage the appointment of personnel with a variety
10 of national security experiences from within and out-
11 side the Federal Government for national security
12 positions.

13 (2) QUALIFICATIONS.—Departments and agen-
14 cies participating in the Program shall identify na-
15 tional security qualifications for appointment and
16 advancement opportunities. Agency job announce-
17 ments for national security positions shall solicit ap-
18 plications from the widest population authorized by
19 law and regulation on the date of the solicitation.

20 (c) CERTIFICATION.—The Program shall establish
21 policies to identify a threshold of interagency experience,
22 knowledge, skills, and abilities required to obtain a na-
23 tional security interagency certification as a national secu-
24 rity professional. The certification shall be a consideration

1 for promotion of national security professionals holding
2 career appointments.

3 (d) FUNDING.—Implementation of the Program shall
4 be subject to the availability of appropriations. The Presi-
5 dent’s budget request shall include funding requirements
6 to establish and maintain a National Security Career De-
7 velopment Program to include an end strength float ena-
8 bling agencies to continue day-to-day functions while ena-
9 bling selected agency national security professionals to
10 participate in career development activities which require
11 temporary absences from their duty positions.

12 **SEC. 5. PROGRAM COMPONENTS.**

13 (a) IN GENERAL.—The National Security Career De-
14 velopment Program shall include—

15 (1) a rigorous and effective set of educational
16 opportunities for national security professionals;

17 (2) training that refreshes or enhances a na-
18 tional security professional’s expertise in planning,
19 coordinating, and executing national security mis-
20 sions through instruction, drills, and exercises that
21 take into account the full spectrum of threats and
22 hazards that comprise America’s 21st century risk
23 environment; and

24 (3) opportunities for professional interagency
25 experience, as described in subsection (b).

1 (b) PROFESSIONAL INTERAGENCY EXPERIENCE.—In
2 order to carry out subsection (a)(3), the Program shall
3 include opportunities for inter-governmental, interagency,
4 and inter-office assignments, fellowships, and exchanges
5 (including with non-governmental organizations, to the ex-
6 tent appropriate), in order to achieve the following:

7 (1) Enable national security professionals to
8 understand the roles, responsibilities, and cultures of
9 other organizations and disciplines involved in na-
10 tional security.

11 (2) Promote the exchange of ideas and prac-
12 tices among national security professionals.

13 (3) Build trust and familiarity among national
14 security professionals with differing perspectives.

15 (4) Minimize obstacles to coordination in the
16 face of a national security threat or emergency.

17 (c) INCENTIVES.—The Program shall link career ad-
18 vancement or other incentives for national security profes-
19 sionals to participation in rotational or temporary detail
20 interagency assignments to include:

21 (1) Linkage of interagency assignments in na-
22 tional security positions to accelerated promotion
23 consideration for national security professionals to
24 grades GS–14 and GS–15 of the General Schedule
25 (or their equivalent).

1 (2) Eligibility of national security professionals
2 holding a position in grade GS–13 or GS–14 of the
3 General Schedule (or the equivalent) who complete
4 an interagency assignment for immediate step in-
5 creases or other incentives.

6 (d) WAIVERS; GRANDFATHERING; POLITICAL AP-
7 POINTEES.—

8 (1) WAIVERS.—The Program may, with respect
9 to any incentive under subsection (c) that requires
10 prior Government service or experience, waive such
11 requirement, in the case of individuals who are able
12 to demonstrate that they possess similar or equiva-
13 lent service or experience from work in the private
14 sector or other employment outside the Federal Gov-
15 ernment.

16 (2) GRANDFATHERING.—For the purpose of
17 promotion to Senior Executive Service (or equiva-
18 lent) positions, Federal agencies may grandfather
19 personnel who, as of the date of the enactment of
20 this Act, have a career appointment in grade GS–14
21 or GS–15 of the General Schedule (or the equiva-
22 lent), and who, as determined by the head of the
23 Federal agency involved, have acquired the necessary
24 knowledge, skills, and aptitudes required for pro-

1 motion to the Senior Executive Service (or equiva-
2 lent).

3 (3) POLITICAL APPOINTEES.—The Program
4 shall establish appropriate career development pro-
5 grams for political appointees in national security
6 positions.

7 **SEC. 6. REPORTING REQUIREMENTS.**

8 (a) INITIAL REPORT.—Not later than 180 days after
9 the date of the enactment of this Act, the President shall
10 submit to each House of the Congress a written report
11 describing, and setting forth the details of an implementa-
12 tion plan for, the National Security Career Development
13 Program.

14 (b) ANNUAL REPORTS.—The President shall submit
15 to Congress each year, at the time that the President's
16 budget is submitted to Congress that year under section
17 1105(a) of title 31, United States Code, a report detailing
18 the status of the implementation plan described in sub-
19 section (a).

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