

Calendar No. 540112TH CONGRESS
2^D SESSION**S. 1268****[Report No. 112-235]**

To increase the efficiency and effectiveness of the Government by providing for greater interagency experience among national security and homeland security personnel through the development of a national security and homeland security human capital strategy and interagency rotational service by employees, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JUNE 23, 2011

Mr. LIEBERMAN (for himself, Ms. COLLINS, Mr. AKAKA, and Mr. LUGAR) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

NOVEMBER 13, 2012

Reported by Mr. LIEBERMAN, with an amendment

[Strike out all after the enacting clause and insert the part printed in *italie*]

A BILL

To increase the efficiency and effectiveness of the Government by providing for greater interagency experience among national security and homeland security personnel through the development of a national security and homeland security human capital strategy and interagency rotational service by employees, 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 “Interagency Personnel
5 Rotation Act of 2011”.

6 **SEC. 2. FINDINGS AND PURPOSE.**

7 (a) **FINDINGS.**—Congress finds that—

8 (1) the national security and homeland security
9 challenges of the 21st century bridge the foreign and
10 domestic divide and require a whole-of-Government
11 approach in order for the United States Government
12 to operate in the most effective and efficient man-
13 ner; and

14 (2) these challenges require that executive
15 branch personnel—

16 (A) view national security and homeland
17 security issues from a whole-of-Government per-
18 spective;

19 (B) understand the capabilities, authori-
20 ties, resources, and constraints of other agen-
21 cies; and

22 (C) be able to rely upon networks and
23 communities of interest composed of personnel
24 from other agencies who work on the same na-
25 tional security or homeland security issues.

1 (b) PURPOSE.—The purpose of this Act is to increase
 2 the efficiency and effectiveness of the Government by fos-
 3 tering greater interagency experience among executive
 4 branch personnel on national security and homeland secu-
 5 rity matters involving more than one agency.

6 **SEC. 3. DEFINITIONS.**

7 In this Act:

8 (1) AGENCY.—The term “agency” has the
 9 meaning given the term “Executive agency” under
 10 section 105 of title 5, United States Code.

11 (2) COMMITTEE.—The term “Committee”
 12 means the Committee on National Security Per-
 13 sonnel established under section 5(a).

14 (3) COVERED AGENCY.—The term “covered
 15 agency” means an agency that is part of an ICI.

16 (4) ICI.—The term “ICI” means a National
 17 Security Interagency Community of Interest identi-
 18 fied by the Committee under section 6(a).

19 (5) ICI POSITION.—The term “ICI position”—

20 (A) means—

21 (i) a position that—

22 (I) is identified by the head of a
 23 covered agency as a position within
 24 that agency the primary duties of
 25 which relate to national security or

1 homeland security policy formulation
2 or execution;

3 (II) is a position in the civil serv-
4 ice (as defined in section 2101(1) of
5 title 5, United States Code) in the ex-
6 ecutive branch of the Government for
7 which the pay is at a rate at or great-
8 er than the minimum basic rate of
9 pay for a position at GS-11 of the
10 General Schedule; and

11 (III) is a position within an ICI;
12 or

13 (ii) a position in an interagency body
14 identified as an ICI position by the Com-
15 mittee under section 6(c)(1); and

16 (B) shall not include—

17 (i) any position described under para-
18 graph (10)(A) or (C); or

19 (ii) any position filled by an employee
20 described under paragraph (10)(B).

21 (6) INTELLIGENCE COMMUNITY.—The term
22 “intelligence community” has the meaning given
23 under section 3(4) of the National Security Act of
24 1947 (50 U.S.C. 401a(4)).

1 (7) INTERAGENCY BODY.—The term “inter-
2 agency body” means an interagency body identified
3 by the Committee under section 6(e)(1).

4 (8) INTERAGENCY ROTATIONAL SERVICE.—The
5 term “interagency rotational service” means service
6 by an employee in—

7 (A) an ICI position that is—

8 (i) in—

9 (I) a covered agency other than
10 the covered agency employing the em-
11 ployee; or

12 (II) an interagency body, without
13 regard to whether the employee is em-
14 ployed by the agency in which the
15 interagency body is located; and

16 (ii) in the same ICI as the position in
17 which the employee serves or has served
18 before serving in that ICI position; or

19 (B) in a position in an interagency body
20 identified by the Committee under section
21 6(e)(2).

22 (9) NATIONAL SECURITY INTERAGENCY COM-
23 MUNITY OF INTEREST.—The term “National Secu-
24 rity Interagency Community of Interest” means the

1 personnel of the executive branch of the Government
2 that—

3 (A) as a group are employees of multiple
4 agencies of the executive branch of the Govern-
5 ment; and

6 (B) have significant responsibility for the
7 same substantive, functional, or regional subject
8 area related to national security or homeland
9 security that requires integration of the per-
10 sonnel and activities in that area across mul-
11 tiple agencies to ensure that the executive
12 branch of the Government operates as a single,
13 cohesive enterprise to maximize mission success
14 and minimize cost.

15 (10) ~~POLITICAL APPOINTEE.~~—The term “polit-
16 ical appointee” means an individual who—

17 (A) is employed in a position described
18 under sections ~~5312~~ through ~~5316~~ of title ~~5~~,
19 United States Code, (relating to the Executive
20 Schedule);

21 (B) is a limited term appointee, limited
22 emergency appointee, or noncareer appointee in
23 the Senior Executive Service, as defined under
24 paragraphs (5), (6), and (7), respectively, of

1 section 3132(a) of title 5, United States Code;
 2 or

3 (C) is employed in a position in the execu-
 4 tive branch of the Government of a confidential
 5 or policy-determining character under schedule
 6 C of subpart C of part 213 of title 5 of the
 7 Code of Federal Regulations.

8 (11) RELEVANT COMMITTEES OF CONGRESS.—

9 The term “relevant committees of Congress”
 10 means—

11 (A) the Committee on Appropriations, the
 12 Committee on Armed Services, the Committee
 13 on Commerce, Science, and Transportation, the
 14 Committee on Energy and Natural Resources,
 15 the Committee on Finance, the Committee on
 16 Foreign Relations, the Committee on Health,
 17 Labor, Education, and Pensions, the Committee
 18 on Homeland Security and Governmental Af-
 19 fairs, the Committee on the Judiciary, and the
 20 Select Committee on Intelligence of the Senate;
 21 and

22 (B) the Committee on Appropriations, the
 23 Committee on Armed Services, the Committee
 24 on Energy and Commerce, the Committee on
 25 Education and the Workforce, the Committee

1 on Foreign Affairs, the Committee on Home-
 2 land Security, the Committee on the Judiciary,
 3 the Committee on Oversight and Government
 4 Reform, the Permanent Select Committee on
 5 Intelligence, and the Committee on Ways and
 6 Means of the House of Representatives.

7 (12) SENIOR POSITION.—The term “senior po-
 8 sition” means—

9 (A) a Senior Executive Service position, as
 10 defined in section 3132(a)(2) of title 5, United
 11 States Code;

12 (B) a position in the Senior Foreign Serv-
 13 ice established under the Foreign Service Act of
 14 1980 (22 U.S.C. 3901 et seq.);

15 (C) a position in the Federal Bureau of In-
 16 vestigation and Drug Enforcement Administra-
 17 tion Senior Executive Service established under
 18 section 3151 of title 5, United States Code; and

19 (D) any other equivalent position identified
 20 by the Committee.

21 **SEC. 4. STRATEGY AND PLANNING REQUIREMENTS.**

22 (a) NATIONAL SECURITY HUMAN CAPITAL STRAT-
 23 EGY.—

24 (1) ISSUING OF STRATEGY.—

1 (A) ~~IN GENERAL.~~—Except as provided in
2 subparagraph (B), not later than October 1 of
3 the first fiscal year after the fiscal year in
4 which this Act is enacted, and every 4 years
5 thereafter, the Committee shall issue a National
6 Security Human Capital Strategy to develop
7 the national security and homeland security
8 personnel necessary for accomplishing national
9 security and homeland security objectives that
10 require integration of personnel and activities
11 from multiple agencies of the executive branch
12 of the Government in order to ensure that the
13 executive branch of the Government operates as
14 a single, cohesive enterprise to maximize mis-
15 sion success and minimize cost.

16 (B) ~~MODIFIED DATE.~~—If this Act is en-
17 acted on a date that is less than 180 days be-
18 fore the end of the fiscal year, then the Com-
19 mittee shall issue the National Security Human
20 Capital Strategy under this paragraph not later
21 than October 1 of the second fiscal year after
22 the fiscal year in which this Act is enacted, and
23 every 4 years thereafter.

1 (2) PLAN.—Each National Security Human
2 Capital Strategy issued under paragraph (1) shall
3 include a plan that—

4 (A) provides for the phased implementa-
5 tion of this Act;

6 (B) contains graduated and specific targets
7 for the percentages of senior positions in an ICI
8 that—

9 (i) require interagency rotational serv-
10 ice as an eligibility requirement;

11 (ii) ensures that, not later than Octo-
12 ber 1 of the fifteenth fiscal year after the
13 fiscal year in which this Act is enacted, not
14 less than 85 percent of the ICI positions of
15 each covered agency that are senior posi-
16 tions are designated under section 8(a)(1);
17 and

18 (C) includes a schedule for the issuance of
19 directives relating to the requirements under
20 this Act by the Committee.

21 (3) SUBMISSION TO RELEVANT COMMITTEES OF
22 CONGRESS.—Not later than 30 days after the date
23 on which the Committee issues a National Security
24 Human Capital Strategy under paragraph (1), the

1 Committee shall submit that strategy to the relevant
2 committees of Congress.

3 (b) **REPORTS ON IMPLEMENTATION.**—

4 (1) **IN GENERAL.**—Not later than 2 years after
5 the date on which the Committee issues a National
6 Security Human Capital Strategy under subsection
7 (a), the Committee shall submit to the relevant com-
8 mittees of Congress a report on the implementation
9 of the strategy and this Act.

10 (2) **CONTENTS.**—Each report submitted under
11 paragraph (1) shall include updates to the plan con-
12 tained in the most recent National Security Human
13 Capital Strategy and detailed reporting that is spe-
14 cific to each ICI and to each covered agency and
15 interagency body regarding—

16 (A) implementation of the National Secu-
17 rity Human Capital Strategy and this Act; and

18 (B) performance measures for the National
19 Security Human Capital Strategy and data on
20 the performance measures.

21 **SEC. 5. COMMITTEE ON NATIONAL SECURITY PERSONNEL.**

22 (a) **ESTABLISHMENT.**—There is established the Com-
23 mittee on National Security Personnel within the Execu-
24 tive Office of the President.

1 (b) MEMBERSHIP.—The members of the Committee
2 shall be the Director of the Office of Management and
3 Budget, the Director of the Office of Personnel Manage-
4 ment, and the Assistant to the President for National Se-
5 curity Affairs.

6 (c) CHAIRPERSON.—The Director of the Office of
7 Management and Budget shall be the Chairperson of the
8 Committee.

9 (d) FUNCTIONS.—

10 (1) IN GENERAL.—The Committee shall per-
11 form the functions as provided under this Act to
12 carry out service in an ICI position in another cov-
13 ered agency or interagency body by employees, the
14 training required under section 9, and other activi-
15 ties under this Act.

16 (2) DIRECTIVES.—

17 (A) IN GENERAL.—In consultation with
18 the Director of the Office of Personnel Manage-
19 ment and the Assistant to the President for
20 National Security Affairs, the Director of the
21 Office of Management and Budget shall issue
22 directives and set standards for service in an
23 ICI position in another covered agency or inter-
24 agency body, the training required under sec-
25 tion 9, and other activities under this Act, in-

1 including the directives specifically required under
2 this Act.

3 (B) USE BY COVERED AGENCIES.—The
4 head of each covered agency shall carry out the
5 responsibilities under this Act in accordance
6 with the directives issued by the Director of the
7 Office of Management and Budget.

8 (C) SUBMISSION TO CONGRESS.—Not later
9 than 30 days after the date on which the Direc-
10 tor of the Office of Management and Budget
11 issues a directive under this Act, the Director
12 shall submit the directive to the relevant com-
13 mittees of Congress.

14 (e) SUPPORT AND IMPLEMENTATION.—

15 (1) BOARD.—There is established a board to
16 assist the Committee, which shall be composed of 1
17 designee (who shall serve in an Executive schedule
18 position at level III) selected by each of the Sec-
19 retary of State, the Secretary of Defense, the Sec-
20 retary of Homeland Security, the Attorney General,
21 the Secretary of the Treasury, the Secretary of En-
22 ergy, the Secretary of Health and Human Services,
23 the Secretary of Commerce, and the Director of Na-
24 tional Intelligence.

1 (2) CHIEF HUMAN CAPITAL OFFICERS COUN-
 2 CIL.—The Chief Human Capital Officers Council
 3 shall provide advice to the Committee regarding
 4 technical human capital issues relating to the imple-
 5 mentation of this Act.

6 (3) COVERED AGENCY OFFICIALS.—The head of
 7 each covered agency shall designate an officer and
 8 office within that covered agency with responsibility
 9 for the implementation of this Act.

10 **SEC. 6. NATIONAL SECURITY INTERAGENCY COMMUNITIES**
 11 **OF INTEREST.**

12 (a) IDENTIFICATION OF ICIs.—The Committee—

13 (1) shall identify ICIs on an ongoing basis for
 14 purposes of carrying out this Act; and

15 (2) may alter or discontinue an ICI identified
 16 under paragraph (1).

17 (b) IDENTIFICATION OF ICI POSITIONS.—

18 (1) IN GENERAL.—Subject to paragraph (4),
 19 the head of each covered agency shall identify ICI
 20 positions within that covered agency.

21 (2) POSITION WITH ADMINISTRATIVE OR TECH-
 22 NICAL DUTIES.—

23 (A) EXCLUSION FOR ADMINISTRATIVE DU-
 24 TIES.—A position the primary duties of which
 25 relate to administrative duties (including duties

1 relating to procurement, accounting, and fi-
2 nance) shall not be identified as an ICI posi-
3 tion.

4 ~~(B)~~ TECHNOLOGY DUTIES.—

5 (i) IN GENERAL.—The Committee
6 shall determine which positions the pri-
7 mary duties of which relate to information
8 technology or engineering may be identi-
9 fied as ICI positions by the head of a cov-
10 ered agency. The Committee may provide
11 guidance regarding the positions that may
12 be identified as ICI positions under this
13 clause or approve the identification of the
14 ICI positions on a case-by-case basis, as
15 the Committee determines appropriate.

16 (ii) INFORMATION TECHNOLOGY POSI-
17 TIONS.—A position that relates to informa-
18 tion technology may be identified as an ICI
19 position for an ICI relating to cybersecu-
20 rity.

21 ~~(3)~~ OTHER PROVISIONS.—

22 (A) MULTIPLE ICIS.—A position may be
23 within more than one ICI.

24 (B) CHANGES.—Subject to paragraph (4),
25 the head of a covered agency may change which

1 positions are identified as ICI positions or
2 which ICI an ICI position is within.

3 (4) REVIEW AND APPROVAL BY THE COM-
4 MITTEE.—

5 (A) IN GENERAL.—The Committee shall—

6 (i) provide guidance to the heads of
7 covered agencies concerning criteria for
8 identifying or changing the identification
9 of ICI positions;

10 (ii) establish criteria concerning iden-
11 tifications and changes to the identifica-
12 tions of ICI positions which may be made
13 by the head of a covered agency and take
14 effect without review and approval by the
15 Committee;

16 (iii) establish criteria concerning iden-
17 tifications and changes to the identifica-
18 tions of ICI positions which may be made
19 by the head of a covered agency and shall
20 be reviewed and approved by the Com-
21 mittee before the identification or change
22 may take effect; and

23 (iv) develop a schedule for the Com-
24 mittee to review identifications of and
25 changes to the identifications of ICI posi-

1 tions that took effect without prior review
2 and approval under the criteria established
3 under clause (ii).

4 ~~(B) ACTION BY COVERED AGENCIES.—~~The
5 head of a covered agency may not identify a po-
6 sition as an ICI position or change an ICI posi-
7 tion or which ICI an ICI position is within if
8 the identification or change is not—

9 (i) authorized to be made without the
10 advance authorization of the Committee
11 under subparagraph ~~(A)(ii)~~; or

12 (ii) approved by the Committee under
13 subparagraph ~~(A)(iii)~~.

14 ~~(c) INTERAGENCY BODIES.—~~

15 ~~(1) IDENTIFICATION.—~~

16 ~~(A) IN GENERAL.—~~The Committee shall
17 identify—

18 (i) entities in the executive branch of
19 the Government that are primarily involved
20 in interagency activities; and

21 (ii) components of agencies that are
22 primarily involved in interagency activities
23 and have a mission distinct from the agen-
24 cy within which the component is located.

1 (B) CERTAIN BODIES.—The Committee
2 shall identify the National Security Council and
3 the Directorate of Strategic Operational Plan-
4 ning of the National Counterterrorism Center
5 as interagency bodies under this paragraph.

6 (2) POSITIONS IN INTERAGENCY BODIES.—

7 (A) IN GENERAL.—For purposes of this
8 Act—

9 (i) the Assistant to the President for
10 National Security Affairs shall perform the
11 duties of the head of a covered agency for
12 ICI positions within the National Security
13 Council;

14 (ii) the Director of the National
15 Counterterrorism Center shall perform the
16 duties of the head of a covered agency for
17 ICI positions within the Directorate of
18 Strategic Operational Planning of the Na-
19 tional Counterterrorism Center; and

20 (iii) the Committee shall designate the
21 Federal officer who shall perform the du-
22 ties of the head of a covered agency for
23 ICI positions within any other interagency
24 body.

1 ~~(B) IDENTIFICATION OF POSITIONS.—~~The
2 officials described or designated under subpara-
3 graph ~~(A)~~ shall identify—

4 (i) positions within their respective
5 interagency bodies that are ICI positions;
6 and

7 (ii) positions within their respective
8 interagency bodies—

9 (I) that are not within an ICI;

10 (II) that are not a position de-
11 scribed under section 3(10)(A) or (C)
12 or a position filled by an employee de-
13 scribed under section 3(10)(B); and

14 (III) for which service in the po-
15 sition shall constitute interagency ro-
16 tational service.

17 ~~(C) REVIEW AND APPROVAL BY THE COM-~~
18 ~~MITTEE.—~~The identification of, change of, and
19 determinations relating to positions described in
20 subparagraph ~~(B)~~ by a Federal officer de-
21 scribed in or designated under subparagraph
22 ~~(A)~~ shall be subject to review and approval by
23 the Committee in the same manner and to the
24 same extent as provided for the head of a cov-
25 ered agency under this Act.

1 **SEC. 7. ICI ROTATIONAL SERVICE.**

2 (a) **EXCLUSION OF SENIOR POSITIONS.**—For pur-
3 poses of this section, the term “ICI position” does not in-
4 clude a senior position.

5 (b) **ROTATIONS.**—

6 (1) **IN GENERAL.**—The Committee shall provide
7 for employees serving in an ICI position to be as-
8 signed on a rotational basis to another ICI position
9 that is—

10 (A) within another covered agency or with-
11 in an interagency body; and

12 (B) within the same ICI.

13 (2) **SERVICE WITHIN MULTIPLE ICIS.**—An em-
14 ployee who has served or is serving in an ICI posi-
15 tion that is within 2 or more ICIs may be assigned
16 to an ICI position in any of such ICIs.

17 (3) **EXCEPTION.**—An employee may be assigned
18 to an ICI position in another covered agency or in
19 an interagency body that is not in the ICI applicable
20 to an ICI position in which the employee serves or
21 has served if—

22 (A) the employee has particular nongovern-
23 mental or other expertise or skills that are rel-
24 evant to the assigned ICI position; and

25 (B) the head of the covered agency employ-
26 ing the employee, the head of the covered agen-

1 ey to which the assignment is made, and the
2 Committee approve the assignment.

3 (4) OFFICERS OF THE ARMED FORCES.—

4 (A) SERVICE IN ICIS.—The policies, proce-
5 dures, and practices for the management of of-
6 ficers of the Armed Forces established pursuant
7 to section 661 of title 10, United States Code,
8 may provide for the assignment of officers of
9 the Armed Forces to ICI positions or positions
10 designated under section 6(e)(2)(B)(ii) and for
11 the treatment of such assignments as joint duty
12 assignments for purposes of chapter 38 of such
13 title.

14 (B) DIRECTIVES.—The Committee shall
15 specify the requirements and limitations appli-
16 cable to the assignment of officers of the Armed
17 Forces to ICI positions or positions designated
18 under section 6(e)(2)(B)(ii). The directives
19 specifying such requirements and limitations
20 shall be issued with the concurrence of the Sec-
21 retary of Defense.

22 (5) RETURN TO PRIOR POSITION.—

23 (A) IN GENERAL.—Subject to subpara-
24 graph (B), an employee performing service in
25 an ICI position in another covered agency or

1 interagency body or in a position designated
 2 under section 6(e)(2)(B)(ii) shall be entitled to
 3 return to the position held by the employee in
 4 the covered agency employing the employee
 5 within a reasonable period of time after the end
 6 of the period of service.

7 (B) REASONABLE EXCEPTIONS.—The
 8 Committee shall determine under what cir-
 9 cumstances it is reasonable to make an excep-
 10 tion to the requirement under subparagraph (A)
 11 and issue guidance regarding making such an
 12 exception.

13 (e) VOLUNTARY NATURE OF ROTATIONAL SERV-
 14 ICE.—

15 (1) IN GENERAL.—Except as provided in para-
 16 graph (2), service in an ICI position in another cov-
 17 ered agency or interagency body shall be voluntary
 18 by an employee.

19 (2) AUTHORITY TO ASSIGN INVOLUNTARILY.—
 20 If the head of a covered agency has the authority
 21 under another provision of law to assign an em-
 22 ployee involuntarily to a position and the employee
 23 is serving in an ICI position, the head of the covered
 24 agency may assign the employee involuntarily to

1 serve in an ICI position in another covered agency
2 or interagency body.

3 (d) DIRECTIVES.—

4 (1) IDENTIFICATION OF POSITIONS OPEN FOR
5 ROTATIONAL SERVICE.—The Committee shall—

6 (A) require, and provide guidelines relating
7 to, the identification by the head of each cov-
8 ered agency of ICI positions in the covered
9 agency that are open for assignment of employ-
10 ees serving or who have served in ICI positions
11 in other covered agencies or an interagency
12 body;

13 (B) specify how many ICI positions the
14 head of each covered agency shall make avail-
15 able for assignment of employees serving or who
16 have served in ICI positions in other covered
17 agencies or an interagency body; and

18 (C) ensure that each ICI position in a cov-
19 ered agency or interagency body that is avail-
20 able for assignment of an employee from an-
21 other covered agency or interagency body is
22 filled by an employee serving in a position with
23 a level of responsibility comparable to the posi-
24 tion that is available for assignment.

1 (2) ~~MINIMUM PERIOD FOR SERVICE.~~—With re-
 2 spect to the period of service in an ICI position in
 3 another covered agency or interagency body, the
 4 Committee—

5 (A) shall ensure that the period of service
 6 is sufficient to gain an adequately detailed un-
 7 derstanding and perspective of the covered
 8 agency or interagency body at which the em-
 9 ployee is assigned;

10 (B) may provide for different periods for
 11 service, depending upon the nature of the posi-
 12 tion, including whether the position is in an
 13 area that is a combat zone for purposes of sec-
 14 tion 112 of the Internal Revenue Code of 1986;
 15 and

16 (C) shall require that an employee per-
 17 forming service in an ICI position in another
 18 covered agency or interagency body is informed
 19 of the period of service for the position before
 20 beginning such service.

21 (c) ~~SELECTION OF ICI POSITIONS OPEN FOR ROTA-~~
 22 ~~TIONAL SERVICE.~~—

23 (1) ~~IN GENERAL.~~—Subject to paragraph (2),
 24 the head of each covered agency shall determine
 25 which ICI positions in the covered agency shall be

1 available to be filled by employees from another cov-
2 ered agency and may modify a determination under
3 this paragraph.

4 (2) REVIEW OF DETERMINATION OF ICI POSI-
5 TIONS OPEN FOR ROTATIONAL SERVICE.—

6 (A) IN GENERAL.—The Committee shall—

7 (i) provide guidance to the heads of
8 covered agencies concerning criteria for de-
9 termining and modifying determinations of
10 which ICI positions are available to be
11 filled by employees from another covered
12 agency;

13 (ii) establish criteria concerning deter-
14 minations and modifications to determina-
15 tions regarding ICI positions that are
16 available to be filled by employees from an-
17 other covered agency which may be made
18 by the head of a covered agency and take
19 effect without review and approval by the
20 Committee;

21 (iii) establish criteria concerning
22 which determinations and modifications to
23 determinations regarding ICI positions
24 that are available to be filled by employees
25 from another covered agency may be made

1 by the head of a covered agency and shall
 2 be reviewed and approved by the Com-
 3 mittee before the determination or modi-
 4 fication may take effect; and

5 (iv) develop a schedule for the Com-
 6 mittee to review determinations and modi-
 7 fications to determinations that an ICI po-
 8 sition is available to be filled by employees
 9 from another covered agency that took ef-
 10 fect without prior review and approval
 11 under the criteria established under clause
 12 (ii).

13 ~~(B) ACTION BY COVERED AGENCIES.~~—The
 14 head of a covered agency may not determine an
 15 ICI position as available to be filled by employ-
 16 ees from another covered agency or make a
 17 modification of the determination if the deter-
 18 mination or modification is not—

19 (i) authorized to be made without the
 20 advance authorization of the Committee
 21 under subparagraph (A)(ii); or

22 (ii) approved by the Committee under
 23 subparagraph (A)(iii).

24 ~~(3) LIST.~~—The Committee shall maintain a sin-
 25 gle, integrated list of positions available to be filled

1 by employees from another covered agency under
 2 this section and shall make the list available to Fed-
 3 eral employees on an ongoing basis in order to facili-
 4 tate applications for the positions and long-term ca-
 5 reer planning by employees of the executive branch
 6 of the Government, except to the extent that the
 7 Committee determines that the identity of certain
 8 positions should not be distributed in order to pro-
 9 tect national security or homeland security.

10 (f) PREVENTION OF NEED FOR INCREASED PER-
 11 SONNEL LEVELS.—

12 (1) PHASE-IN.—The Committee shall phase in
 13 the requirement to designate ICI positions for as-
 14 signment across covered agencies in a manner that
 15 ensures that there is a reasonable equivalence be-
 16 tween the number of employees rotating out of the
 17 covered agencies or interagency bodies within an ICI
 18 and the number of employees rotating into the cov-
 19 ered agencies or interagency bodies within an ICI.

20 (2) FILLING POSITIONS ROTATING OUT.—The
 21 Committee shall ensure that employees are rotated
 22 across covered agencies and interagency bodies with-
 23 in an ICI in a manner that ensures that the original
 24 ICI positions of all employees performing service in
 25 an ICI position in another covered agency or inter-

1 agency body are filled within a reasonable period
2 by—

3 (A) employees from another covered agen-
4 cy or interagency body who are performing
5 service in an ICI position in another covered
6 agency or interagency body; or

7 (B) other available employees.

8 (g) OPEN AND FAIR COMPETITION.—Each covered
9 agency or interagency body that has an ICI position avail-
10 able to be filled by an employee from another covered
11 agency shall coordinate with the Office of Personnel Man-
12 agement to ensure that the position is filled in a fully open
13 and competitive manner that is consistent with the merit
14 system principles set forth in paragraphs (1) and (2) of
15 section 2301(b) of title 5, United States Code, except if
16 the ICI position is otherwise exempt under another provi-
17 sion of law.

18 (h) COLLECTIVE BARGAINING RIGHTS AND OTHER
19 PERSONNEL LAW MATTERS.—

20 (1) NATIONAL SECURITY EXCLUSION.—The
21 identification of a position as available for service by
22 an employee of another covered agency or as being
23 within an ICI shall not be a basis for an order under
24 section 7103(b) of title 5, United States Code, ex-
25 cluding the covered agency, or a subdivision thereof;

1 in which the position is located from the applicability
2 of chapter 71 of title 5, United States Code.

3 (2) ON ROTATION.—An employee performing
4 service in an ICI position in another covered agency
5 or interagency body shall have collective bargaining
6 rights to the extent and in the manner that such
7 rights would be available to the employee if the em-
8 ployee were detailed or assigned under a provision of
9 law other than this Act from the agency employing
10 the employee to the agency in which the ICI position
11 in which the employee is serving is located.

12 (3) CONSULTATION.—The Committee shall con-
13 sult with relevant associations, unions, and other
14 groups involved in collective bargaining or encour-
15 aging public service or organizational reform of the
16 Government in formulating and implementing poli-
17 cies under this Act.

18 (i) REPORTING.—Not later than 1 year after the date
19 on which the Committee issues the first National Security
20 Human Capital Strategy under section 4(a)(1), and every
21 year thereafter, the Committee shall submit to the relevant
22 committees of Congress—

23 (1) a consolidated list of ICI positions, which
24 shall include an explanation of the reasons that each
25 position was identified as being within the ICI; and

1 (2) a consolidated list of ICI positions made
 2 available to be filled by employees from another cov-
 3 ered agency, which shall include an explanation of
 4 the methodology used by the covered agency in de-
 5 termining which positions were and were not to be
 6 made available.

7 **SEC. 8. INTERAGENCY ROTATIONAL SERVICE AS A RE-**
 8 **REQUIREMENT FOR SELECTION TO SENIOR PO-**
 9 **SITIONS IN ICIS.**

10 (a) **REQUIREMENT FOR PROMOTION TO SELECTED**
 11 **SENIOR POSITIONS WITHIN ICIS.**—Except as otherwise
 12 provided in this section, the head of each covered agency
 13 shall—

14 (1) designate ICI positions of the covered agen-
 15 cy that are senior positions for which interagency ro-
 16 tational service shall be an eligibility requirement;
 17 and

18 (2) not later than October 1 of the fifteenth fis-
 19 cal year after the fiscal year in which this Act is en-
 20 acted, designate not less than 85 percent of the ICI
 21 positions of the covered agency that are senior posi-
 22 tions to be senior positions for which interagency ro-
 23 tational service shall be an eligibility requirement.

24 (b) **EXEMPTIONS.**—

1 ~~(1) IN GENERAL.~~—An employee may be ap-
2 pointed to a senior position designated under sub-
3 section (a) without meeting the interagency rota-
4 tional service requirement if before the appointment
5 the employee—

6 ~~(A)~~ is not employed in the executive
7 branch of the Government when selected for the
8 senior position;

9 ~~(B)~~ is serving in a senior position that is
10 not an ICI position;

11 ~~(C)~~ has not served in the executive branch
12 of the Government for a sufficient period, as
13 determined by the Committee, to have per-
14 formed interagency rotational service;

15 ~~(D)~~ entered service in the executive branch
16 of the Government at or above GS-15 of the
17 General Schedule, or equivalent;

18 ~~(E)~~ has prior service in another agency
19 that provides the employee with relevant experi-
20 ence in the applicable ICI, as determined by the
21 Committee; or

22 ~~(F)~~ is in another class of employees ex-
23 empted from subsection (a) by the Committee.

24 ~~(2) NOTICE.~~—Not later than 30 days after the
25 date on which the Committee determines to exempt

1 a class of employees under paragraph (1)(F), the
2 Committee shall notify the relevant committees of
3 Congress of the exemption.

4 (c) WAIVERS.—

5 (1) IN GENERAL.—On a case-by-case basis, the
6 head of a covered agency may waive the requirement
7 that an employee being appointed to a senior posi-
8 tion designated under subsection (a) has performed
9 interagency rotational service.

10 (2) YEARS 3 TO 8.—During the period begin-
11 ning on October 1 of the second fiscal year after the
12 fiscal year in which this Act is enacted and ending
13 on September 30 of the seventh fiscal year after the
14 fiscal year in which this Act is enacted, the head of
15 a covered agency may issue a waiver under para-
16 graph (1) for good cause.

17 (3) YEARS 9 TO 15.—During the period begin-
18 ning October 1 of the eighth fiscal year after the fis-
19 cal year in which this Act is enacted and ending on
20 September 30 of the fourteenth fiscal year after the
21 fiscal year in which this Act is enacted, the head of
22 a covered agency may issue a waiver under para-
23 graph (1) if—

1 (A) there is a lack of qualified candidates
2 for the senior position who have satisfied the
3 requirement under subsection (a);

4 (B) a lack of sufficient positions available
5 to be filled by employees from another covered
6 agency prevented the most qualified candidate
7 for the senior position from completing inter-
8 agency rotational service; or

9 (C) the most qualified candidate for the
10 senior position has prior service in a position in
11 another agency that, although involving duties
12 comparable to an ICI position, does not qualify
13 as interagency rotational service.

14 (4) AFTER YEAR 15.—

15 (A) IN GENERAL.—After the period de-
16 scribed in paragraph (3), the head of a covered
17 agency may issue a waiver under paragraph (1)
18 if—

19 (i) there are extraordinary cir-
20 cumstances relating to the senior position;
21 and

22 (ii) the Committee concurs with
23 issuing the waiver.

24 (B) NONDELEGATION.—The authority to
25 issue a waiver under paragraph (1) may not be

1 delegated after the period described in para-
2 graph (3).

3 ~~(5) REPORTING.~~—Not later than 30 days after
4 the date on which a waiver is issued under para-
5 graph (1), the Committee shall submit to the rel-
6 evant committees of Congress a report containing a
7 description of the waiver and an explanation of the
8 justification for the waiver.

9 ~~(d) OTHER ROTATIONAL REQUIREMENTS.~~—

10 ~~(1) DEFINITIONS.~~—In this subsection:

11 ~~(A) DHS ROTATIONAL SERVICE PRO-~~
12 ~~GRAM.~~—The term “DHS rotational service pro-
13 gram” means any program established before
14 the date of enactment of this Act that provides
15 for rotation assignments of employees within
16 the Department of Homeland Security.

17 ~~(B) IC ROTATIONAL SERVICE PROGRAM.~~—
18 The term “IC rotational service program”
19 means any program established before the date
20 of enactment of this Act that provides for rota-
21 tion assignments of employees across the agen-
22 cies or elements of the intelligence community.

23 ~~(2) DEPARTMENT OF HOMELAND SECURITY.~~—

24 If an employee of the Department of Homeland Se-
25 curity has performed service in an ICI position in

1 another covered agency or interagency body, the em-
 2 ployee may not be denied an appointment to a senior
 3 position in the Department of Homeland Security
 4 because of any other requirement to perform service
 5 on a rotational basis under a DHS rotational service
 6 program.

7 (3) OFFICERS OF THE ARMED FORCES.—Sec-
 8 tion 668(b) of title 10, United States Code, is
 9 amended—

10 (A) by redesignating paragraph (2) as
 11 paragraph (3); and

12 (B) by inserting after paragraph (1) the
 13 following new paragraph (2):

14 “(2)(A) The definition required by paragraph (1)
 15 may provide for the treatment as a joint duty assignment
 16 of any assignment of officers to an ICI position or a posi-
 17 tion in an interagency body that is not an ICI position
 18 as the Secretary may specify in the regulations required
 19 by that paragraph.

20 “(B) In this paragraph, the terms ‘ICI position’ and
 21 ‘interagency body’ have the meanings given those terms
 22 in section 3 of the Interagency Personnel Rotation Act of
 23 2011.”.

24 (4) CREDIT FOR SERVICE IN ANOTHER COMPO-
 25 NENT WITHIN AN AGENCY.—

1 (A) IN GENERAL.—During the first 8 fis-
2 eal years after the fiscal year in which this Act
3 is enacted, an employee that performed service
4 in a rotation to another component of the cov-
5 ered agency that employs the employee identi-
6 fied under subparagraph (B) may be appointed
7 to an ICI position that is a senior position in
8 that covered agency without regard to any des-
9 ignation under subsection (a).

10 (B) IDENTIFICATION OF COMPONENTS.—
11 Subject to approval by the Committee, the head
12 of a covered agency may identify the compo-
13 nents of the covered agency that are sufficiently
14 independent in functionality for service in a ro-
15 tation in the component to qualify as service in
16 another component of the covered agency for
17 purposes of subparagraph (A).

18 (5) INTELLIGENCE COMMUNITY PERSONNEL.—
19 During the first 8 fiscal years after the fiscal year
20 in which this Act is enacted, an employee of a cov-
21 ered agency that performed service in a rotation in
22 the intelligence community under an IC rotational
23 service program may be appointed to an ICI position
24 that is a senior position in that covered agency with-
25 out regard to any designation under subsection (a).

1 (6) REPORTS.—The head of each covered agen-
2 cy shall include information relating to this sub-
3 section in any relevant report to the relevant com-
4 mittees of Congress required under this Act.

5 (e) PERFORMANCE APPRAISALS.—The Committee
6 shall—

7 (1) ensure that the employees receive perform-
8 ance evaluations that are based primarily on their
9 contribution to the work of the covered agency in
10 which the employee is performing service in an ICI
11 position in another covered agency or interagency
12 body and the functioning of the applicable ICI; and

13 (2) require that—

14 (A) officials at the covered agency employ-
15 ing the employee conduct the evaluations based
16 on input from the supervisors of the employee
17 during service in an ICI position in another
18 covered agency or interagency body; and

19 (B) the evaluations shall be provided the
20 same weight in the receipt of promotions and
21 other rewards by the employee from the covered
22 agency employing the employee as performance
23 evaluations receive for other employees of the
24 covered agency.

1 (f) INCENTIVES FOR PARTICIPATION.—The Com-
 2 mittee shall identify ways in which the head of a covered
 3 agency shall use the authorities of the head of the covered
 4 agency to institute incentives to encourage employees to
 5 perform service in an ICI position in another covered
 6 agency or interagency body, regardless of the interest of
 7 any employee to be promoted to an ICI position that is
 8 a senior position.

9 (g) FOREIGN SERVICE.—Section 607(a) of the For-
 10 eign Service Act of 1980 (22 U.S.C. 4007(a)) is amended
 11 by adding at the end the following:

12 “(4) At the election of an individual subject to a max-
 13 imum time in class limitation under this subsection, any
 14 period of service in an ICI position (as defined in section
 15 3 of the Interagency Personnel Rotation Act of 2011) that
 16 is not within the Department of State shall not be used
 17 for purposes of determining the period during which the
 18 individual has served in a class.”.

19 **SEC. 9. EDUCATION AND TRAINING FOR PERSONNEL SERV-**
 20 **ING IN INTERAGENCY COMMUNITIES OF IN-**
 21 **TEREST.**

22 (a) TRAINING AND EDUCATION REQUIREMENTS.—

23 (1) PARTICIPATION BY PERSONNEL IN ICI POSI-
 24 TIONS.—

1 (A) ORIENTATION TRAINING AND EDU-
2 CATION.—During the second fiscal year after
3 the fiscal year in which this Act is enacted, and
4 each fiscal year thereafter, each employee serv-
5 ing in an ICI position shall participate in ori-
6 entation training and education.

7 (B) ONGOING TRAINING AND EDU-
8 CATION.—During the third fiscal year after the
9 fiscal year in which this Act is enacted, and
10 each fiscal year thereafter, each employee serv-
11 ing in an ICI position shall participate in ongo-
12 ing training and education.

13 (2) FAILURE TO OBTAIN TRAINING AND EDU-
14 CATION.—An employee serving in an ICI position
15 who does not successfully complete the orientation
16 training and education and the ongoing training and
17 education required under paragraph (1) may not
18 perform service in an ICI position in another covered
19 agency or interagency body.

20 (3) CONTENTS OF TRAINING.—The training
21 and education required under paragraph (1) shall in-
22 clude training and education on—

23 (A) national security and homeland secu-
24 rity strategy, both general and as relevant to
25 the applicable ICI;

1 (B) the criticality of interagency integra-
2 tion for accomplishing national security and
3 homeland security objectives in an efficient and
4 effective manner;

5 (C) the roles, functions, authorities, cul-
6 tures, and resources of agencies involved in the
7 applicable ICI; and

8 (D) practical skills and strategies for en-
9 suring maximum interagency cohesion, includ-
10 ing effective meeting management, project man-
11 agement, negotiation, and interagency team-
12 building.

13 (4) ONLINE TRAINING.—Unless the Committee
14 determines that the benefits of an in-person training
15 for increasing interagency coordination to improve
16 interagency effectiveness and efficiency outweigh the
17 cost, the training and education required under
18 paragraph (1) shall be online.

19 (b) USE OF CONSORTIUM.—

20 (1) IN GENERAL.—The Committee may use a
21 consortium of agencies, educational institutions, and
22 nongovernmental organizations to provide the train-
23 ing and education required under this section, in-
24 cluding by the use of preexisting courses and mate-
25 rials.

1 (2) INCLUSIONS.—The consortium used under
2 paragraph (1) may include Government educational
3 entities such as the Foreign Service Institute, the
4 National Defense University, the Army War College,
5 and the Naval War College, if the head of the agen-
6 ey of which the educational entity is a component
7 determines that participation in the training and
8 education will not adversely impact the capabilities
9 of the agency.

10 **SEC. 10. INTERAGENCY PROCESS AND STRATEGIES TRAIN-**
11 **ING FOR POLITICAL APPOINTEES.**

12 (a) ESTABLISHMENT.—

13 (1) IN GENERAL.—Subject to the direction of
14 the Committee, the Office of Personnel Management
15 shall establish a course for political appointees relat-
16 ing to the objectives, history, and functioning of the
17 senior-level interagency process and strategies for
18 ensuring maximum interagency cohesion and the ac-
19 complishment of national security and homeland se-
20 curity objectives in an efficient and effective manner.

21 (2) LENGTH OF COURSE.—The length of a
22 course established under paragraph (1) may be dif-
23 ferent for different positions, based on the seniority
24 of the position and other factors as the Committee
25 determines appropriate.

1 (b) **REQUIREMENT.**—Not later than 120 days after
2 an individual is appointed to a position which makes the
3 individual a political appointee, that individual shall take
4 the course established under subsection (a).

5 (c) **APPLICATION.**—This section shall apply to ap-
6 pointments made on and after the end of the fiscal year
7 following the fiscal year in which this Act is enacted.

8 **SECTION 1. SHORT TITLE.**

9 *This Act may be cited as the “Interagency Personnel*
10 *Rotation Act of 2011”.*

11 **SEC. 2. FINDING AND PURPOSE.**

12 (a) **FINDING.**—*Congress finds that the national secu-*
13 *rity and homeland security challenges of the 21st century*
14 *require that executive branch personnel use a whole-of-Gov-*
15 *ernment approach in order for the United States Govern-*
16 *ment to operate in the most effective and efficient manner.*

17 (b) **PURPOSE.**—*The purpose of this Act is to increase*
18 *the efficiency and effectiveness of the Government by fos-*
19 *tering greater interagency experience among executive*
20 *branch personnel on national security and homeland secu-*
21 *rity matters involving more than 1 agency.*

22 **SEC. 3. DEFINITIONS.**

23 *In this Act:*

1 (1) *AGENCY.*—*The term “agency” has the mean-*
2 *ing given the term “Executive agency” under section*
3 *105 of title 5, United States Code.*

4 (2) *COMMITTEE.*—*The term “Committee” means*
5 *the Committee on National Security Personnel estab-*
6 *lished under section 4(a).*

7 (3) *COVERED AGENCY.*—*The term “covered agen-*
8 *cy” means an agency that is part of an ICI.*

9 (4) *ICI.*—*The term “ICI” means a National Se-*
10 *curity Interagency Community of Interest identified*
11 *by the Committee under section 5(a).*

12 (5) *ICI POSITION.*—*The term “ICI position”—*

13 (A) *means—*

14 (i) *a position that—*

15 (I) *is identified by the head of a*
16 *covered agency as a position within the*
17 *covered agency that has significant re-*
18 *sponsibility for the subject area of the*
19 *ICI in which the position is located*
20 *and for activities that involve more*
21 *than 1 agency;*

22 (II) *is a position in the civil serv-*
23 *ice (as defined in section 2101(1) of*
24 *title 5, United States Code) in the exec-*
25 *utive branch of the Government (in-*

1 *cluding a position in the Foreign Serv-*
 2 *ice) at or above GS–11 of the General*
 3 *Schedule or at a level of responsibility*
 4 *comparable to a position at or above*
 5 *GS–11 of the General Schedule; and*

6 *(III) is a position within an ICI;*

7 *or*

8 *(ii) a position in an interagency body*
 9 *identified as an ICI position under section*
 10 *5(c)(2)(A); and*

11 *(B) shall not include—*

12 *(i) any position described under para-*
 13 *graph (10)(A) or (C); or*

14 *(ii) any position filled by an employee*
 15 *described under paragraph (10)(B).*

16 *(6) INTELLIGENCE COMMUNITY.—The term “in-*
 17 *telligence community” has the meaning given under*
 18 *section 3(4) of the National Security Act of 1947 (50*
 19 *U.S.C. 401a(4)).*

20 *(7) INTERAGENCY BODY.—The term “interagency*
 21 *body” means an entity or component identified under*
 22 *section 5(c)(1).*

23 *(8) INTERAGENCY ROTATIONAL SERVICE.—The*
 24 *term “interagency rotational service” means service*
 25 *by an employee in—*

1 (A) an ICI position that is—

2 (i) in—

3 (I) a covered agency other than
4 the covered agency employing the em-
5 ployee; or

6 (II) an interagency body, without
7 regard to whether the employee is em-
8 ployed by the agency in which the
9 interagency body is located; and

10 (ii) in the same ICI as the position in
11 which the employee serves or has served be-
12 fore serving in that ICI position; or

13 (B) in a position in an interagency body
14 identified under section 5(c)(2)(B).

15 (9) NATIONAL SECURITY INTERAGENCY COMMU-
16 NITY OF INTEREST.—The term “National Security
17 Interagency Community of Interest” means the posi-
18 tions in the executive branch of the Government
19 that—

20 (A) as a group are positions within mul-
21 tiple agencies of the executive branch of the Gov-
22 ernment; and

23 (B) have significant responsibility for the
24 same substantive, functional, or regional subject
25 area related to national security or homeland se-

1 *curity that requires integration of the positions*
2 *and activities in that area across multiple agen-*
3 *cies to ensure that the executive branch of the*
4 *Government operates as a single, cohesive enter-*
5 *prise to maximize mission success and minimize*
6 *cost.*

7 (10) *POLITICAL APPOINTEE.*—*The term “polit-*
8 *ical appointee” means an individual who—*

9 (A) *is employed in a position described*
10 *under sections 5312 through 5316 of title 5,*
11 *United States Code, (relating to the Executive*
12 *Schedule);*

13 (B) *is a noncareer appointee in the Senior*
14 *Executive Service, as defined under paragraph*
15 *(7) of section 3132(a) of title 5, United States*
16 *Code; or*

17 (C) *is employed in a position in the execu-*
18 *tive branch of the Government of a confidential*
19 *or policy-determining character under schedule C*
20 *of subpart C of part 213 of title 5 of the Code*
21 *of Federal Regulations.*

22 (11) *SENIOR POSITION.*—*The term “senior posi-*
23 *tion” means—*

1 (A) a *Senior Executive Service* position, as
2 defined in section 3132(a)(2) of title 5, United
3 States Code;

4 (B) a position in the *Senior Foreign Serv-*
5 *ice* established under the *Foreign Service Act of*
6 1980 (22 U.S.C. 3901 *et seq.*);

7 (C) a position in the *Federal Bureau of In-*
8 *vestigation and Drug Enforcement Administra-*
9 *tion Senior Executive Service* established under
10 section 3151 of title 5, United States Code;

11 (D) a position filled by a limited term ap-
12 pointee or limited emergency appointee in the
13 *Senior Executive Service*, as defined under para-
14 graphs (5) and (6), respectively, of section
15 3132(a) of title 5, United States Code; and

16 (E) any other equivalent position identified
17 by the Committee.

18 **SEC. 4. COMMITTEE ON NATIONAL SECURITY PERSONNEL.**

19 (a) *ESTABLISHMENT.*—There is established the Com-
20 mittee on National Security Personnel within the Executive
21 Office of the President.

22 (b) *MEMBERSHIP.*—The members of the Committee
23 shall be the Director of the Office of Management and Budg-
24 et, the Director of the Office of Personnel Management, and
25 the Assistant to the President for National Security Affairs.

1 (c) *CHAIRPERSON.*—*The Director of the Office of Man-*
2 *agement and Budget shall be the Chairperson of the Com-*
3 *mittee.*

4 (d) *FUNCTIONS.*—

5 (1) *IN GENERAL.*—*The Committee shall perform*
6 *the functions as provided under this Act to implement*
7 *this Act and shall validate the actions taken by the*
8 *heads of covered agencies to implement the directives*
9 *issued and meet the standards established under para-*
10 *graph (2).*

11 (2) *DIRECTIVES AND STANDARDS.*—

12 (A) *IN GENERAL.*—*In consultation with the*
13 *Director of the Office of Personnel Management*
14 *and the Assistant to the President for National*
15 *Security Affairs, the Director of the Office of*
16 *Management and Budget shall issue directives*
17 *and establish standards relating to the imple-*
18 *mentation of this Act.*

19 (B) *USE BY COVERED AGENCIES.*—*The head*
20 *of each covered agency shall carry out the re-*
21 *sponsibilities under this Act in accordance with*
22 *the directives issued and standards established by*
23 *the Director of the Office of Management and*
24 *Budget.*

25 (e) *SUPPORT AND IMPLEMENTATION.*—

1 (1) *BOARD.*—*There is established a board to as-*
2 *sist the Committee, which shall be composed of 1 des-*
3 *ignee (who shall be serving in an Executive Schedule*
4 *position at level III) selected by—*

5 (A) *the Secretary of State;*

6 (B) *the Secretary of Defense;*

7 (C) *the Secretary of Homeland Security;*

8 (D) *the Attorney General;*

9 (E) *the Secretary of the Treasury;*

10 (F) *the Secretary of Energy;*

11 (G) *the Secretary of Health and Human*
12 *Services;*

13 (H) *the Secretary of Commerce;*

14 (I) *the Director of National Intelligence;*

15 *and*

16 (J) *the head of any other agency determined*
17 *appropriate by the Committee.*

18 (2) *CHIEF HUMAN CAPITAL OFFICERS COUN-*
19 *CIL.*—*The Chief Human Capital Officers Council*
20 *shall provide advice to the Committee regarding tech-*
21 *nical human capital issues.*

22 (3) *COVERED AGENCY OFFICIALS.*—

23 (A) *IN GENERAL.*—*The head of each covered*
24 *agency shall designate an officer and office with-*

1 *in that covered agency with responsibility for the*
2 *implementation of this Act.*

3 *(B) EXISTING OFFICES.—If an officer or of-*
4 *fice of a covered agency is designated as the offi-*
5 *cer or office within the covered agency with re-*
6 *sponsibility for the implementation of Executive*
7 *Order 13434 for the covered agency on the date*
8 *of enactment of this Act, the head of the covered*
9 *agency shall designate the officer or office as the*
10 *officer or office within the covered agency with*
11 *responsibility for the implementation of this Act.*

12 *(4) STAFF.—*

13 *(A) IN GENERAL.—Not more than 3 full-*
14 *time equivalent employees may be hired to assist*
15 *the Committee in implementation of this Act,*
16 *who may be employees of the Office of Manage-*
17 *ment and Budget or the Office of Personnel Man-*
18 *agement. Any employee transferred under sub-*
19 *paragraph (B)(ii)(II) shall be deemed to be an*
20 *employee hired for purposes of the authorization*
21 *under this subparagraph.*

22 *(B) FUNDING.—*

23 *(i) AUTHORIZATION OF APPROPRIA-*
24 *TIONS.—There are authorized to be appro-*
25 *priated for each of fiscal years 2012 through*

1 2016 to carry out subparagraph (A) an
2 amount equal to the amount expended for
3 salaries and expenses of the National Security
4 Professional Development Integration
5 Office during fiscal year 2011.

6 (ii) *OFFSET.*—

7 (I) *IN GENERAL.*—*Except as provided in paragraph (3)(B), effective on*
8 *the date of enactment of this Act, the*
9 *National Security Professional Development Integration Office of the De-*
10 *partment of Defense is terminated and,*
11 *on and after the date of enactment of*
12 *this Act, the Secretary of Defense may*
13 *not establish a comparable office to im-*
14 *plement Executive Order 13434 or to*
15 *design, administer, or report on the*
16 *creation of a national security profes-*
17 *sional development system, cadre of*
18 *national security professionals, or any*
19 *personnel rotations, education, or*
20 *training for individuals involved in*
21 *interagency activities or who are na-*
22 *tional security professionals who are*
23 *not employed by the Department of De-*
24 *partment of Defense.*
25

1 *fense. Nothing in this subclause shall*
2 *be construed to prohibit the Secretary*
3 *of Defense from establishing or design-*
4 *ating an office to administer inter-*
5 *agency rotations by, or the interagency*
6 *activities of, employees of the Depart-*
7 *ment of Defense.*

8 (II) *TRANSFER OF FUNCTIONS.—*
9 *Effective on the date of enactment of*
10 *this Act, there are transferred to the*
11 *Office of Management and Budget or*
12 *the Office of Personnel Management, as*
13 *determined appropriate by the Com-*
14 *mittee, the functions of the National*
15 *Security Professional Development In-*
16 *tegration Office of the Department of*
17 *Defense.*

18 (III) *FUNDS.—Effective on the*
19 *date of enactment of this Act, all unob-*
20 *ligated balances made available for the*
21 *activities of the National Security Pro-*
22 *fessional Development Integration Of-*
23 *fice of the Department of Defense are*
24 *rescinded.*

1 **SEC. 5. NATIONAL SECURITY INTERAGENCY COMMUNITIES**
2 **OF INTEREST.**

3 (a) *IDENTIFICATION OF ICIs.*—Subject to section 8,
4 the Committee—

5 (1) shall identify ICIs on an ongoing basis for
6 purposes of carrying out this Act; and

7 (2) may alter or discontinue an ICI identified
8 under paragraph (1).

9 (b) *IDENTIFICATION OF ICI POSITIONS.*—The head of
10 each covered agency shall identify ICI positions within the
11 covered agency.

12 (c) *INTERAGENCY BODIES.*—

13 (1) *IDENTIFICATION.*—

14 (A) *IN GENERAL.*—The Committee shall
15 identify—

16 (i) entities in the executive branch of
17 the Government that are primarily involved
18 in interagency activities relating to na-
19 tional security or homeland security; and

20 (ii) components of agencies that are
21 primarily involved in interagency activities
22 relating to national security or homeland
23 security and have a mission distinct from
24 the agency within which the component is
25 located.

26 (B) *CERTAIN BODIES.*—

1 (i) *IN GENERAL.*—*The Committee shall*
2 *identify the National Security Council and*
3 *the Directorate of Strategic Operational*
4 *Planning of the National Counterterrorism*
5 *Center as interagency bodies under this*
6 *paragraph.*

7 (ii) *FBI ROTATIONS.*—*Joint Terrorism*
8 *Task Forces shall not be considered inter-*
9 *agency bodies for purposes of service by em-*
10 *ployees of the Federal Bureau of Investiga-*
11 *tion.*

12 (C) *DUTIES OF HEAD OF COVERED AGEN-*
13 *CY.*—*The Committee shall designate the Federal*
14 *officer who shall perform the duties of the head*
15 *of a covered agency relating to ICI positions*
16 *within an interagency body.*

17 (2) *POSITIONS IN INTERAGENCY BODIES.*—*The*
18 *officials designated under paragraph (1)(C) shall*
19 *identify—*

20 (A) *positions within their respective inter-*
21 *agency bodies that are ICI positions; and*

22 (B) *positions within their respective inter-*
23 *agency bodies—*

24 (i) *that are not a position described*
25 *under section 3(10)(A) or (C) or a position*

1 *filled by an employee described under sec-*
2 *tion 3(10)(B); and*

3 *(ii) for which service in the position*
4 *shall constitute interagency rotational serv-*
5 *ice.*

6 **SEC. 6. INTERAGENCY COMMUNITY OF INTEREST ROTA-**
7 **TIONAL SERVICE.**

8 *(a) EXCLUSION OF SENIOR POSITIONS.—For purposes*
9 *of this section, the term “ICI position” does not include a*
10 *senior position.*

11 *(b) ROTATIONS.—*

12 *(1) IN GENERAL.—The Committee shall provide*
13 *for employees serving in an ICI position to be as-*
14 *signed on a rotational basis to another ICI position*
15 *that is—*

16 *(A) within another covered agency or with-*
17 *in an interagency body; and*

18 *(B) within the same ICI.*

19 *(2) EXCEPTION.—An employee may be assigned*
20 *to an ICI position in another covered agency or in*
21 *an interagency body that is not in the ICI applicable*
22 *to an ICI position in which the employee serves or*
23 *has served if—*

1 (A) *the employee has particular nongovern-*
2 *mental or other expertise or skills that are rel-*
3 *evant to the assigned ICI position; and*

4 (B) *the head of the covered agency employ-*
5 *ing the employee, the head of the covered agency*
6 *to which the assignment is made, and the Com-*
7 *mittee approve the assignment.*

8 (3) *NONREIMBURSABLE BASIS.—Service by an*
9 *employee in an ICI position in another covered agen-*
10 *cy or in an interagency body that is not within the*
11 *agency employing the employee shall be performed*
12 *without reimbursement.*

13 (4) *RETURN TO PRIOR POSITION.—Except as*
14 *provided otherwise by the Committee, an employee*
15 *performing service in an ICI position in another cov-*
16 *ered agency or interagency body or in a position des-*
17 *ignated under section 5(c)(2)(B) shall be entitled to*
18 *return to the position held by the employee in the cov-*
19 *ered agency employing the employee within a reason-*
20 *able period of time after the end of the period of serv-*
21 *ice.*

22 (c) *SELECTION OF ICI POSITIONS OPEN FOR ROTA-*
23 *TIONAL SERVICE.—*

24 (1) *IN GENERAL.—The head of each covered*
25 *agency shall determine which ICI positions in the*

1 covered agency shall be available for service by em-
2 ployees from another covered agency and may modify
3 a determination under this paragraph.

4 (2) *LIST.*—The Committee shall maintain a sin-
5 gle, integrated list of positions available for service by
6 employees from another covered agency under this sec-
7 tion and shall make the list available to Federal em-
8 ployees on an ongoing basis in order to facilitate ap-
9 plications for the positions and long-term career
10 planning by employees of the executive branch of the
11 Government, except to the extent that the Committee
12 determines that the identity of certain positions
13 should not be distributed in order to protect national
14 security or homeland security.

15 (d) *MINIMUM PERIOD FOR SERVICE.*—With respect to
16 the period of service in an ICI position in another covered
17 agency or interagency body, the Committee—

18 (1) shall, notwithstanding any other provision of
19 law, ensure that the period of service is sufficient to
20 gain an adequately detailed understanding and per-
21 spective of the covered agency or interagency body at
22 which the employee is assigned;

23 (2) may provide for different periods for service,
24 depending upon the nature of the position, including
25 whether the position is in an area that is a combat

1 zone for purposes of section 112 of the Internal Rev-
2 enue Code of 1986; and

3 (3) shall require that an employee performing
4 service in an ICI position in another covered agency
5 or interagency body is informed of the period of serv-
6 ice for the position before beginning such service.

7 (e) *VOLUNTARY NATURE OF ROTATIONAL SERVICE.*—

8 (1) *IN GENERAL.*—Except as provided in para-
9 graph (2), service in an ICI position in another cov-
10 ered agency or interagency body shall be voluntary by
11 an employee.

12 (2) *AUTHORITY TO ASSIGN INVOLUNTARILY.*—If
13 the head of a covered agency has the authority under
14 another provision of law to assign an employee invol-
15 untarily to a position and the employee is serving in
16 an ICI position, the head of the covered agency may
17 assign the employee involuntarily to serve in an ICI
18 position in another covered agency or interagency
19 body.

20 (f) *TRAINING AND EDUCATION OF PERSONNEL PER-*
21 *FORMING INTERAGENCY ROTATIONAL SERVICE.*—Each em-
22 *ployee performing interagency rotational service shall par-*
23 *ticipate in the training and education, if any, that is regu-*
24 *larly provided to new employees by the covered agency or*
25 *interagency body in which the employee is serving in order*

1 *to learn how the covered agency or interagency body func-*
2 *tions.*

3 (g) *PREVENTION OF NEED FOR INCREASED PER-*
4 *SONNEL LEVELS.—The Committee shall ensure that em-*
5 *ployees are rotated across covered agencies and interagency*
6 *bodies within an ICI in a manner that ensures that, for*
7 *the original ICI positions of all employees performing serv-*
8 *ice in an ICI position in another covered agency or inter-*
9 *agency body—*

10 (1) *employees from another covered agency or*
11 *interagency body who are performing service in an*
12 *ICI position in another covered agency or interagency*
13 *body, or other available employees, begin service in*
14 *such original positions within a reasonable period, at*
15 *no additional cost to the covered agency or the inter-*
16 *agency body in which such original positions are lo-*
17 *cated; or*

18 (2) *other employees do not need to serve in the*
19 *positions in order to maintain the effectiveness of or*
20 *to prevent any costs being accrued by the covered*
21 *agency or interagency body in which such original*
22 *positions are located.*

23 (h) *OPEN AND FAIR COMPETITION.—Each covered*
24 *agency or interagency body that has an ICI position avail-*
25 *able for service by an employee from another covered agency*

1 *shall coordinate with the Office of Personnel Management*
2 *to ensure that employees of covered agencies selected to per-*
3 *form interagency rotational service shall be selected in a*
4 *fully open and competitive manner that is consistent with*
5 *the merit system principles set forth in paragraphs (1) and*
6 *(2) of section 2301(b) of title 5, United States Code, unless*
7 *the ICI position is otherwise exempt under another provi-*
8 *sion of law.*

9 *(i) PERSONNEL LAW MATTERS.—*

10 *(1) NATIONAL SECURITY EXCLUSION.—The iden-*
11 *tification of a position as available for service by an*
12 *employee of another covered agency or as being within*
13 *an ICI shall not be a basis for an order under section*
14 *7103(b) of title 5, United States Code, excluding the*
15 *covered agency, or a subdivision thereof, in which the*
16 *position is located from the applicability of chapter*
17 *71 of title 5, United States Code.*

18 *(2) ON ROTATION.—An employee performing*
19 *interagency rotational service shall have all the rights*
20 *that would be available to the employee if the em-*
21 *ployee was detailed or assigned under a provision of*
22 *law other than this Act from the agency employing*
23 *the employee to the agency in which the ICI position*
24 *in which the employee is serving is located.*

1 (j) *CONSULTATION.*—*The Committee shall consult with*
2 *relevant associations, unions, and other groups involved in*
3 *collective bargaining or encouraging public service, organi-*
4 *zational reform of the Government, or interagency activities*
5 *(such as the Simons Center for the Study of Interagency*
6 *Cooperation of the Command and General Staff College*
7 *Foundation) in formulating and implementing policies*
8 *under this Act.*

9 (k) *OFFICERS OF THE ARMED FORCES.*—*The policies,*
10 *procedures, and practices for the management of officers of*
11 *the Armed Forces may provide for the assignment of officers*
12 *of the Armed Forces to ICI positions or positions designated*
13 *under section 5(c)(2)(B).*

14 (l) *PERFORMANCE APPRAISALS.*—*The Committee*
15 *shall—*

16 (1) *ensure that an employee receives performance*
17 *evaluations that are based primarily on the contribu-*
18 *tion of the employee to the work of the covered agency*
19 *in which the employee is performing service in an ICI*
20 *position in another covered agency or interagency*
21 *body and the functioning of the applicable ICI; and*

22 (2) *require that—*

23 (A) *officials at the covered agency employ-*
24 *ing the employee conduct the evaluations based*
25 *on input from the supervisors of the employee*

1 *during service in an ICI position in another cov-*
2 *ered agency or interagency body; and*

3 *(B) the evaluations shall be provided the*
4 *same weight in the receipt of promotions and*
5 *other rewards by the employee from the covered*
6 *agency employing the employee as performance*
7 *evaluations receive for other employees of the cov-*
8 *ered agency.*

9 *(m) FOREIGN SERVICE.—Section 607(a) of the For-*
10 *ign Service Act of 1980 (22 U.S.C. 4007(a)) is amended*
11 *by adding at the end the following:*

12 *“(4) At the election of an individual subject to*
13 *a maximum time in class limitation under this sub-*
14 *section, any period of service in an ICI position (as*
15 *defined in section 3 of the Interagency Personnel Ro-*
16 *tation Act of 2011) that is not within the Department*
17 *of State shall not be used for purposes of determining*
18 *the period during which the individual has served in*
19 *a class.”.*

20 *(n) REPORTING.—Not later than October 1 of the first*
21 *fiscal year after the fiscal year in which this Act is enacted,*
22 *and October 1 of each fiscal year thereafter, the Committee*
23 *shall submit to Congress—*

24 *(1) a consolidated list of ICI positions, which*
25 *shall include an explanation of the criteria governing*

1 *the identification of positions as being within the ICI;*
2 *and*

3 (2) *a consolidated list of ICI positions made*
4 *available for service by employees from another cov-*
5 *ered agency, which shall include an explanation of the*
6 *methodology used by the covered agency in deter-*
7 *mining which positions were and were not to be made*
8 *available.*

9 **SEC. 7. SELECTION OF SENIOR POSITIONS IN AN INTER-**
10 **AGENCY COMMUNITY OF INTEREST.**

11 (a) *SELECTION OF INDIVIDUALS TO FILL SENIOR PO-*
12 *SITIONS WITHIN AN ICI.—In selecting individuals to fill*
13 *senior positions within an ICI, the head of a covered agency*
14 *shall ensure that a strong preference is given to selecting*
15 *of personnel who have performed interagency rotational*
16 *service.*

17 (b) *ESTABLISHMENT BY HEADS OF COVERED AGEN-*
18 *CIES OF MINIMUM THRESHOLDS.—*

19 (1) *IN GENERAL.—On October 1 of the second*
20 *fiscal year after the fiscal year in which the Com-*
21 *mittee identifies an ICI, and October 1 of each fiscal*
22 *year thereafter, the head of each covered agency with-*
23 *in which 1 or more positions within that ICI are lo-*
24 *cated shall establish the minimum number of that*
25 *agency's senior positions that are within that ICI*

1 *that shall be filled by personnel who have performed*
2 *interagency rotational service.*

3 (2) *REPORTING REQUIREMENTS.—*

4 (A) *MINIMUM NUMBER OF POSITIONS.—Not*
5 *later than 30 days after the date on which all*
6 *heads of covered agencies have established the*
7 *minimum number required under paragraph (1)*
8 *for a fiscal year, the Committee shall submit to*
9 *Congress a consolidated list of the minimum*
10 *numbers of senior positions that shall be filled by*
11 *personnel who have performed interagency rota-*
12 *tional service.*

13 (B) *FAILURE TO MEET MINIMUM NUM-*
14 *BER.—Not later than 30 days after the end of*
15 *any fiscal year in which a covered agency fails*
16 *to meet the minimum number of senior positions*
17 *to be filled by individuals who have performed*
18 *interagency rotational service established by the*
19 *head of the covered agency under paragraph (2),*
20 *the head of the covered agency shall submit to the*
21 *Committee and Congress at the end of the fiscal*
22 *year a report identifying the failure and indi-*
23 *cating what actions the head of the covered agen-*
24 *cy has taken or plans to take in response to the*
25 *failure.*

1 (c) *OTHER ROTATIONAL REQUIREMENTS.*—

2 (1) *CREDIT FOR SERVICE IN ANOTHER COMPO-*
3 *NENT WITHIN AN AGENCY.*—

4 (A) *IN GENERAL.*—*Service performed dur-*
5 *ing the first 3 fiscal years after the fiscal year*
6 *in which an ICI is identified by the Committee*
7 *by an employee in a rotation to an ICI position*
8 *in another component of the covered agency that*
9 *employs the employee that is identified under*
10 *subparagraph (B) shall constitute interagency*
11 *rotational service for purposes of this section.*

12 (B) *IDENTIFICATION OF COMPONENTS.*—
13 *Subject to approval by the Committee, the head*
14 *of a covered agency may identify the components*
15 *of the covered agency that are sufficiently inde-*
16 *pendent in functionality for service in a rotation*
17 *in the component to qualify as service in another*
18 *component of the covered agency for purposes of*
19 *subparagraph (A).*

20 (2) *INTELLIGENCE COMMUNITY PERSONNEL.*—

21 *Service performed during the first 3 fiscal years after*
22 *the fiscal year in which an ICI is identified by the*
23 *Committee by an employee of a covered agency under*
24 *any program established before the date of enactment*
25 *of this Act that provides for rotation assignments of*

1 *employees across the agencies or elements of the intel-*
 2 *ligence community shall constitute interagency rota-*
 3 *tional service for purposes of this section.*

4 **SEC. 8. IMPLEMENTATION.**

5 *(a) ICIs AND ICI POSITIONS.—*

6 *(1) IN GENERAL.—During the first 4 fiscal years*
 7 *after the fiscal year in which this Act is enacted—*

8 *(A) there shall be 2 ICIs, which shall be an*
 9 *ICI for emergency management and an ICI for*
 10 *stabilization and reconstruction; and*

11 *(B) during each such fiscal year, not less*
 12 *than 20 employees and not more than 25 em-*
 13 *ployees in the executive branch of the Govern-*
 14 *ment shall perform service in an ICI position in*
 15 *another covered agency or in an interagency*
 16 *body that is not within the agency employing the*
 17 *employee under this Act.*

18 *(2) LOCATION.—*

19 *(A) IN GENERAL.—The Committee shall des-*
 20 *ignate a metropolitan area in which the ICI for*
 21 *emergency management will be located and a*
 22 *metropolitan area in which the ICI for stabiliza-*
 23 *tion and reconstruction will be located.*

24 *(B) SERVICE.—During the first 4 fiscal*
 25 *years after the fiscal year in which this Act is*

1 enacted, any service in an ICI position in an-
 2 other covered agency or in an interagency body
 3 that is not within the agency employing the em-
 4 ployee shall be performed—

5 (i) by an employee who is located in
 6 the metropolitan area for the ICI designated
 7 under subparagraph (A) before beginning
 8 service in the ICI position; and

9 (ii) at a location in the metropolitan
 10 area for the ICI designated under subpara-
 11 graph (A) .

12 (b) *PRIORITY FOR DETAILS.*—During the first 4 fiscal
 13 years after the fiscal year in which this Act is enacted, a
 14 covered agency shall give priority in using amounts avail-
 15 able to the covered agency for details to assigning employees
 16 on a rotational basis under this Act.

17 (c) *REPORT.*—Not later than 270 days after the date
 18 of enactment of this Act, the Committee shall submit to Con-
 19 gress a plan for the establishment of the ICI for emergency
 20 management and the ICI for stabilization and reconstruc-
 21 tion.

22 **SEC. 9. STRATEGY AND PERFORMANCE EVALUATION.**

23 (a) *ISSUING OF STRATEGY.*—

24 (1) *IN GENERAL.*—Not later than October 1 of
 25 the third fiscal year after the fiscal year in which this

1 *Act is enacted, and every 4 fiscal years thereafter, the*
2 *Committee shall issue a National Security Human*
3 *Capital Strategy to develop the national security and*
4 *homeland security personnel necessary for accom-*
5 *plishing national security and homeland security ob-*
6 *jectives that require integration of personnel and ac-*
7 *tivities from multiple agencies of the executive branch*
8 *of the Government.*

9 (2) *CONSULTATIONS WITH CONGRESS.—In devel-*
10 *oping or making adjustments to the National Secu-*
11 *rity Human Capital Strategy issued under para-*
12 *graph (1), the Committee—*

13 (A) *shall consult at least annually with*
14 *Congress, including majority and minority views*
15 *from all appropriate authorizing, appropria-*
16 *tions, and oversight committees; and*

17 (B) *as the Committee determines appro-*
18 *priate, shall solicit and consider the views and*
19 *suggestions of entities potentially affected by or*
20 *interested in the strategy.*

21 (3) *CONTENTS OF STRATEGY.—Each National*
22 *Security Human Capital Strategy issued under para-*
23 *graph (1) shall—*

24 (A) *provide for the implementation of this*
25 *Act;*

1 (B) identify best practices from ICIs al-
2 ready in operation;

3 (C) identify any additional ICIs to be iden-
4 tified by the Committee;

5 (D) include a schedule for the issuance of
6 directives and establishment of standards relat-
7 ing to the requirements under this Act by the
8 Committee;

9 (E) include a description of how the strat-
10 egy incorporates views and suggestions obtained
11 through the consultations with Congress required
12 under paragraph (2);

13 (F) include an assessment of performance
14 measures over a multi-year period, such as—

15 (i) the percentage of ICI positions
16 available for service by employees from an-
17 other covered agency for which such employ-
18 ees performed such service;

19 (ii) the number of personnel partici-
20 pating in interagency rotational service in
21 each covered agency and interagency body;

22 (iii) the length of interagency rota-
23 tional service under this Act;

24 (iv) reports by the heads of covered
25 agencies submitted under section 7(b)(2)(B);

1 (v) the training and education of per-
2 sonnel who perform interagency rotational
3 service, and the evaluation by the Com-
4 mittee of the training and education;

5 (vi) the positions (including grade
6 level) held by employees who perform inter-
7 agency rotational service during the period
8 beginning on the date on which the inter-
9 agency rotational service terminates and
10 ending on the date of the assessment; and

11 (vii) to the extent possible, the evalua-
12 tion of the Committee of the utility of inter-
13 agency rotational service in improving
14 interagency integration.

15 (b) *REPORTS ON IMPLEMENTATION.*—

16 (1) *IN GENERAL.*—Not later than October 1 of
17 the second fiscal year after a fiscal year in which the
18 Committee issues a National Security Human Cap-
19 ital Strategy under subsection (a), the Committee
20 shall issue a report on the implementation of the
21 strategy and this Act.

22 (2) *CONTENTS.*—Each report submitted under
23 paragraph (1) shall include updates to the plan con-
24 tained in the most recent National Security Human
25 Capital Strategy and reporting that is specific to

1 *each ICI and to each covered agency and interagency*
2 *body regarding—*

3 *(A) implementation of the National Secu-*
4 *rity Human Capital Strategy and this Act; and*

5 *(B) performance measures for the National*
6 *Security Human Capital Strategy and data on*
7 *the performance measures, including information*
8 *regarding the performance measures described in*
9 *subsection (a)(3)(F).*

10 *(c) SUBMISSION TO CONGRESS.—Not later than 30*
11 *days after the date on which the Committee issues a Na-*
12 *tional Security Human Capital Strategy under subsection*
13 *(a) or an implementation report under subsection (b), the*
14 *Committee shall submit that strategy or report to Congress.*

15 **SEC. 10. GAO STUDY OF INTERAGENCY ROTATIONAL SERV-**
16 **ICE.**

17 *Not later than the end of the second fiscal year after*
18 *the fiscal year in which this Act is enacted, the Comptroller*
19 *General of the United States shall submit to Congress a re-*
20 *port regarding—*

21 *(1) the extent to which performing service in an*
22 *ICI position in another covered agency or an inter-*
23 *agency body under this Act enabled the employees*
24 *performing the service to gain an adequately detailed*
25 *understanding of and perspective on the covered agen-*

1 *cy or interagency body, including an assessment of*
2 *the effect of—*

3 *(A) the period of the service; and*

4 *(B) the duties performed by the employees*
5 *during the service;*

6 *(2) the effectiveness of the Committee and the*
7 *staff of the Committee funded under section 4(e)(4)(B)*
8 *in overseeing and managing interagency rotational*
9 *service under this Act, including an evaluation of any*
10 *directives or standards issued by the Committee;*

11 *(3) the participation of covered agencies in inter-*
12 *agency rotational service under this Act, including*
13 *whether each covered agency that performs a mission*
14 *relating to an ICI in effect—*

15 *(A) identified positions within the covered*
16 *agency as ICI positions;*

17 *(B) had 1 or more employees from another*
18 *covered agency perform service in an ICI posi-*
19 *tion in the covered agency; or*

20 *(C) had 1 or more employees of the covered*
21 *agency perform service in an ICI position in an-*
22 *other covered agency;*

23 *(4) the positions (including grade level) held by*
24 *employees after completing interagency rotational*

1 *service under this Act, and the extent to which the*
2 *employees were rewarded for the service; and*

3 *(5) the extent to which or likelihood that inter-*
4 *agency rotational service under this Act has improved*
5 *or is projected to improve interagency integration.*

6 **SEC. 11. PROHIBITION OF PRINTED REPORTS.**

7 *Each strategy, plan, report, or other submission re-*
8 *quired under this Act—*

9 *(1) shall be made available by the agency issuing*
10 *the strategy, plan, report, or other submission only in*
11 *electronic form; and*

12 *(2) shall not be made available by the agency in*
13 *printed form.*

Calendar No. 540

112TH CONGRESS
2^D SESSION

S. 1268

[Report No. 112-235]

A BILL

To increase the efficiency and effectiveness of the Government by providing for greater interagency experience among national security and homeland security personnel through the development of a national security and homeland security human capital strategy and interagency rotational service by employees, and for other purposes.

NOVEMBER 13, 2012

Reported with an amendment