

Section by Section

PERSONNEL AUTHORITIES RELATED TO CYBERSECURITY POSITIONS

Part 1: This proposal would give the Secretary of Homeland Security hiring and compensation authorities commensurate with those of the Secretary of Defense. Specifically, this proposal would authorize the Secretary of Homeland Security to establish positions in the excepted service that would permit the Secretary to make direct appointments (10 U.S.C. §1601), set rates of basic pay (10 U.S.C. §1602), and provide additional compensation, benefits, incentives, and allowances (10 U.S.C. §1603). The Secretary would also be authorized to establish a scholarship program for employees to pursue an associate, baccalaureate, or advanced degree, or a certification in an information assurance discipline (10 U.S.C. §2200a).

Part 2: This proposal would expand existing authorities to allow for the reactivation of a U.S. Government-wide exchange framework for private sector talent to be assigned to a department or agency in substantive roles, and U.S. Government employees to be assigned to private sector companies. Through this program, Federal departments or agencies will be able to assign Federal information technology (IT) workers to positions within private sector companies or receive private sector IT workers for positions within a Federal Department or agency. Eligible workers must: (1) work in IT; (2) be a highly skilled and valued employee who would excel in the performance of the employee's duties and in the assignment; and (3) be expected to assume increased IT management responsibilities in the future. This proposal seeks to scale the Department of Defense's IT Exchange Program pilot for the U.S. Government writ large.

Part 3: This proposal would require the Director of Office of Personnel Management to amend the regulations implementing chapter 37 of title 5, United States Code, within 365 days after the date of the enactment of the implementing Act.