117TH CONGRESS
1ST SESSION

H. R. _____

To establish a Federal rotational cyber workforce program for the Federal cyber workforce, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. Khanna introduced the following bill; which was referred to the Committee on ______________

A BILL

To establish a Federal rotational cyber workforce program for the Federal cyber workforce, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “Federal Rotational Cyber Workforce Program Act of 2021”.

SEC. 2. DEFINITIONS.

In this Act:

(1) AGENCY.—The term “agency” has the meaning given the term “Executive agency” in sec-
tion 105 of title 5, United States Code, except that
the term does not include the Government Account-
ability Office.

(2) COMPETITIVE SERVICE.—The term “com-
petitive service” has the meaning given that term in
section 2102 of title 5, United States Code.

(3) COUNCILS.—The term “Councils” means—

(A) the Chief Human Capital Officers
Council established under section 1303 of the
Chief Human Capital Officers Act of 2002 (5
U.S.C. 1401 note); and

(B) the Chief Information Officers Council
established under section 3603 of title 44,
United States Code.

(4) CYBER WORKFORCE POSITION.—The term
“cyber workforce position” means a position identi-
fied as having information technology, cybersecurity,
or other cyber-related functions under section 303 of
the Federal Cybersecurity Workforce Assessment

(5) DIRECTOR.—The term “Director” means
the Director of the Office of Personnel Management.

(6) EMPLOYEE.—The term “employee” has the
meaning given the term in section 2105 of title 5,
United States Code.
(7) **Employing Agency.**—The term “employing agency” means the agency from which an employee is detailed to a rotational cyber workforce position.

(8) **Excepted Service.**—The term “excepted service” has the meaning given that term in section 2103 of title 5, United States Code.

(9) **Rotational Cyber Workforce Position.**—The term “rotational cyber workforce position” means a cyber workforce position with respect to which a determination has been made under section 3(a)(1).

(10) **Rotational Cyber Workforce Program.**—The term “rotational cyber workforce program” means the program for the detail of employees among rotational cyber workforce positions at agencies.

(11) **Secretary.**—The term “Secretary” means the Secretary of Homeland Security.

**SEC. 3. ROTATIONAL CYBER WORKFORCE POSITIONS.**

(a) **Determination With Respect to Rotational Service.**—

(1) **In General.**—The head of each agency may determine that a cyber workforce position in that agency is eligible for the rotational cyber work-
force program, which shall not be construed to mod-
ify the requirement under section 4(b)(3) that par-
ticipation in the rotational cyber workforce program
by an employee shall be voluntary.

(2) NOTICE PROVIDED.—The head of an agency
shall submit to the Director—

(A) notice regarding any determination
made by the head of the agency under para-
graph (1); and

(B) for each position with respect to which
the head of the agency makes a determination
under paragraph (1), the information required
under subsection (b)(1).

(b) PREPARATION OF LIST.—The Director, with as-
sistance from the Councils and the Secretary, shall develop
a list of rotational cyber workforce positions that—

(1) with respect to each such position, to the
extent that the information does not disclose sen-
sitive national security information, includes—

(A) the title of the position;

(B) the occupational series with respect to
the position;

(C) the grade level or work level with re-
spect to the position;
(D) the agency in which the position is located;

(E) the duty location with respect to the position; and

(F) the major duties and functions of the position; and

(2) shall be used to support the rotational cyber workforce program.

(e) DISTRIBUTION OF LIST.—Not less frequently than annually, the Director shall distribute an updated list developed under subsection (b) to the head of each agency and other appropriate entities.

SEC. 4. ROTATIONAL CYBER WORKFORCE PROGRAM.

(a) OPERATION PLAN.—

(1) IN GENERAL.—Not later than 270 days after the date of enactment of this Act, and in consultation with the Councils, the Secretary, representatives of other agencies, and any other entity as the Director determines appropriate, the Director shall develop and issue a Federal Rotational Cyber Workforce Program operation plan providing policies, processes, and procedures for a program for the detailing of employees among rotational cyber workforce positions at agencies, which may be incor-
porated into and implemented through mechanisms in existence on the date of enactment of this Act.

(2) UPDATING.—The Director may, in consultation with the Councils, the Secretary, and other entities as the Director determines appropriate, periodically update the operation plan developed and issued under paragraph (1).

(b) REQUIREMENTS.—The operation plan developed and issued under subsection (a) shall, at a minimum—

(1) identify agencies for participation in the rotational cyber workforce program;

(2) establish procedures for the rotational cyber workforce program, including—

(A) any training, education, or career development requirements associated with participation in the rotational cyber workforce program;

(B) any prerequisites or requirements for participation in the rotational cyber workforce program; and

(C) appropriate rotational cyber workforce program performance measures, reporting requirements, employee exit surveys, and other accountability devices for the evaluation of the program;
(3) provide that participation in the rotational cyber workforce program by an employee shall be voluntary;

(4) provide that an employee shall be eligible to participate in the rotational cyber workforce program if the head of the employing agency of the employee, or a designee of the head of the employing agency of the employee, approves of the participation of the employee;

(5) provide that the detail of an employee to a rotational cyber workforce position under the rotational cyber workforce program shall be on a nonreimbursable basis;

(6) provide that agencies may agree to partner to ensure that the employing agency of an employee that participates in the rotational cyber workforce program is able to fill the position vacated by the employee;

(7) require that an employee detailed to a rotational cyber workforce position under the rotational cyber workforce program, upon the end of the period of service with respect to the detail, shall be entitled to return to the position held by the employee, or an equivalent position, in the employing agency of the employee without loss of pay, seniority, or other
rights or benefits to which the employee would have
been entitled had the employee not been detailed;

(8) provide that discretion with respect to the
assignment of an employee under the rotational
cyber workforce program shall remain with the em-
ploying agency of the employee;

(9) require that an employee detailed to a rota-
tional cyber workforce position under the rotational
cyber workforce program in an agency that is not
the employing agency of the employee shall have all
the rights that would be available to the employee if
the employee were detailed under a provision of law
other than this Act from the employing agency to
the agency in which the rotational cyber workforce
position is located;

(10) provide that participation by an employee
in the rotational cyber workforce program shall not
constitute a change in the conditions of the employ-
ment of the employee; and

(11) provide that an employee participating in
the rotational cyber workforce program shall receive
performance evaluations relating to service in the ro-
tational cyber workforce program in a participating
agency that are—
(A) prepared by an appropriate officer, supervisor, or management official of the employing agency, acting in coordination with the supervisor at the agency in which the employee is performing service in the rotational cyber workforce position;

(B) based on objectives identified in the operation plan with respect to the employee; and

(C) based in whole or in part on the contribution of the employee to the agency in which the employee performed such service, as communicated from that agency to the employing agency of the employee.

(c) Program Requirements for Rotational Service.—

(1) In General.—An employee serving in a cyber workforce position in an agency may, with the approval of the head of the agency, submit an application for detail to a rotational cyber workforce position that appears on the list developed under section 3(b).

(2) OPM Approval for Certain Positions.—An employee serving in a position in the excepted service may only be selected for a rotational cyber
workforce position that is in the competitive service
with the prior approval of the Office of Personnel
Management, in accordance with section 300.301 of
title 5, Code of Federal Regulations, or any suc-
cessor thereto.

(3) SELECTION AND TERM.—

(A) SELECTION.—The head of an agency
shall select an employee for a rotational cyber
workforce position under the rotational cyber
workforce program in a manner that is con-
sistent with the merit system principles under
section 2301(b) of title 5, United States Code.

(B) TERM.—Except as provided in sub-
paragraph (C), and notwithstanding section
3341(b) of title 5, United States Code, a detail
to a rotational cyber workforce position shall be
for a period of not less than 180 days and not
more than 1 year.

(C) EXTENSION.—The Chief Human Cap-
ital Officer of the agency to which an employee
is detailed under the rotational cyber workforce
program may extend the period of a detail de-
scribed in subparagraph (B) for a period of 60
days unless the Chief Human Capital Officer of
the employing agency of the employee objects to
that extension.

(4) Written Service Agreements.—

(A) In General.—The detail of an em-
ployee to a rotational cyber workforce position
shall be contingent upon the employee entering
into a written service agreement with the em-
ploying agency under which the employee is re-
quired to complete a period of employment with
the employing agency following the conclusion
of the detail that is equal in length to the pe-
riod of the detail.

(B) Other Agreements and Obliga-
tions.—A written service agreement under
subparagraph (A) shall not supersede or modify
the terms or conditions of any other service
agreement entered into by the employee under
any other authority or relieve the obligations
between the employee and the employing agency
under such a service agreement. Nothing in this
subparagraph prevents an employing agency
from terminating a service agreement entered
into under any other authority under the terms
of such agreement or as required by law or reg-
ulation.
SEC. 5. REPORTING BY GAO.

Not later than the end of the third fiscal year after the fiscal year in which the operation plan under section 4(a) is issued, the Comptroller General of the United States shall submit to Congress a report assessing the operation and effectiveness of the rotational cyber workforce program, which shall address, at a minimum—

(1) the extent to which agencies have participated in the rotational cyber workforce program, including whether the head of each such participating agency has—

(A) identified positions within the agency that are rotational cyber workforce positions;

(B) had employees from other participating agencies serve in positions described in subparagraph (A); and

(C) had employees of the agency request to serve in rotational cyber workforce positions under the rotational cyber workforce program in participating agencies, including a description of how many such requests were approved; and

(2) the experiences of employees serving in rotational cyber workforce positions under the rotational cyber workforce program, including an assessment of—
(A) the period of service;

(B) the positions (including grade level and occupational series or work level) held by employees before completing service in a rotational cyber workforce position under the rotational cyber workforce program;

(C) the extent to which each employee who completed service in a rotational cyber workforce position under the rotational cyber workforce program achieved a higher skill level, or attained a skill level in a different area, with respect to information technology, cybersecurity, or other cyber-related functions; and

(D) the extent to which service in rotational cyber workforce positions has affected intra-agency and interagency integration and coordination of cyber practices, functions, and personnel management.

SEC. 6. SUNSET.

Effective 5 years after the date of enactment of this Act, this Act is repealed.