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(Original Signature of Member)

119TH CONGRESS
2D SESSION

H. R. _____

To amend the Homeland Security Act of 2002 to establish within the Cybersecurity and Infrastructure Security Agency a pilot program to be known as the ''BRIDGE AI Mission Program'' to recruit and manage artificial intelligence and emerging technology professionals on a temporary basis to support the core mission of the Agency, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

M__. _____ introduced the following bill; which was referred to the Committee on _____

A BILL

To amend the Homeland Security Act of 2002 to establish within the Cybersecurity and Infrastructure Security Agency a pilot program to be known as the ''BRIDGE AI Mission Program'' to recruit and manage artificial intelligence and emerging technology professionals on a temporary basis to support the core mission of the Agency, 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 ''Bridging Resources for Innovative Defense and Government Expertise in Artificial Intelligence Act'' or the ''BRIDGE AI Act''.

SEC. 2. BRIDGE AI MISSION PROGRAM.

(a) IN GENERAL.—Subtitle A of title XXII of the Homeland Security Act of 2002 (6 U.S.C. 651 et seq.) is amended by adding at the end the following new section:

''SEC. 2220F. BRIDGE AI MISSION PROGRAM.

''(a) ESTABLISHMENT.—

''(1) IN GENERAL.—Not later than 180 days after the date of the enactment of this section, the Director shall establish within the Agency a pilot program to be known as the 'BRIDGE AI Mission Program' (in this section referred to as the 'Program') to recruit and manage qualified artificial intelligence and emerging technology professionals on a temporary basis to support the core mission of the Agency, consistent with the responsibilities of the Director under section 2202(c), through a single, unified structure within the Agency that avoids duplication with existing Agency and Department programs.

''(2) PURPOSE.—The purpose of the Program is to carry out the following:

''(A) Accelerate the integration of artificial intelligence and emerging technologies into the operations, programs, and mission areas of the Agency to enhance the Agency's effectiveness in carrying out the core mission of the Agency, including through the application of artificial intelligence to fraud detection, cyber threat hunting, incident response, vulnerability discovery, prioritization, and remediation, the analysis of cyber threat indicators and other information shared with the Agency, the Continuous Diagnostics and Mitigation program, the National Cybersecurity Protection System and any successor capabilities, critical infrastructure risk analysis and modeling, and the security, testing, and red teaming of artificial intelligence deployed by the Agency or on executive agency information systems, through existing Agency analytic, cybersecurity, and modeling environments, where feasible.

''(B) Build and sustain internal technical capacity within the Agency to effectively evaluate, acquire, integrate, and oversee artificial intelligence, including artificial intelligence procured from the private sector, in alignment with

Department and Agency artificial intelligence governance, model-risk management, cybersecurity, and evaluation frameworks.

''(C) Strengthen the ability of the Agency to leverage, develop, and extend commercially available artificial intelligence and to serve as an informed partner with and acquirer of private-sector innovation, including with respect to cybersecurity tools and services that use artificial intelligence and that the Agency provides to executive agencies, State, local, Tribal, and territorial governments, and owners and operators of critical infrastructure.

''(D) Improve the cybersecurity and resilience of executive agency information systems and critical infrastructure through the application of artificial intelligence to mission-critical functions of the Agency, including the following:

''(i) Detecting and mitigating threats from foreign adversary cyber actors.

''(ii) Reducing the time between the disclosure of a vulnerability and its remediation.

''(iii) Improving the quality and timeliness of cyber threat information shared

with the private sector or State, local, Tribal, or territorial governments.

''(iv) Supporting the secure deployment of artificial intelligence by owners and operators of critical infrastructure.

''(E) Ensure the Agency maintains a competitive technological posture relative to the People's Republic of China, the Russian Federation, the Islamic Republic of Iran, the Democratic People's Republic of Korea, and other foreign adversaries that are investing heavily in artificial intelligence capabilities, including offensive cyber capabilities.

''(3) ADMINISTRATION.—The Program shall be administered by the Director, or such other senior official of the Agency as the Director may designate, in coordination with the Chief Human Capital Officer of the Department.

''(4) INTERAGENCY COORDINATION.—In establishing and administering the Program, the Director may coordinate, as appropriate, with the Secretary and the heads of other relevant Federal departments and agencies, including the heads of elements of the intelligence community, to avoid duplication of effort.

''(b) PERSONNEL OF THE PROGRAM.—

''(1) DIRECT HIRE AUTHORITY.—Using the authority under section 2208, the Director may appoint qualified candidates, including from existing recruitment programs of the Department, to positions within the Program, subject to the requirements of this section. Each position within the Program to which an individual is appointed under this paragraph shall be treated as a qualified position for purposes of such section 2208.

''(2) PRIVATE-SECTOR DETAILS.—The Director, with the agreement of a private sector entity and the written consent of the employee of such entity concerned, may arrange for the temporary detail of such employee to the Agency to serve within the Program, subject to subsections (c)(5) and (e).

''(3) MAXIMUM NUMBER OF PERSONNEL.—The total number of individuals serving within the Program at any time, including both individuals appointed under paragraph (1) and individuals detailed under paragraph (2), may not exceed 75, unless the Director certifies to the appropriate congressional committees, in writing, that a higher number, not to exceed 125, is necessary to satisfy critical mission

requirements, together with the justification relating thereto.

''(4) LIMITATION ON DETAILS FROM A SINGLE ENTITY.—Of the total number of individuals detailed under paragraph (2) and serving within the Program at any time, not more than the greater of three such individuals or ten percent of such total number of individuals than 35 percent may be employees of the same private sector entity, including any parent, subsidiary, or affiliate of such entity.

''(5) PROJECT-BASED ASSIGNMENT WITHIN THE AGENCY.—

''(A) IN GENERAL.—Members of the Program may be assigned to any division, office, or regional office of the Agency based on mission need, as determined by the Director, with priority given to projects that support the defense of executive agency information systems, the security of artificial intelligence, and the protection of critical infrastructure against foreign adversary cyber actors.

''(B) REQUIREMENTS.—An assignment under subparagraph (A) shall be made pursuant to a project plan relating to such assignment that satisfies the following:

''(i) Identifies the technical or operational objective of such assignment.

''(ii) Describes the technical, scientific, analytical, advisory, engineering, or program support duties to be performed.

''(iii) Identifies an officer or employee of the Agency responsible for supervising such assignment.

''(iv) Establishes measurable objectives and an expected period of performance.

''(v) Identifies the Agency and component policies and controls applicable to such assignment.

''(C) TAILORING.—The Director shall ensure assignments under subparagraph (A) are appropriately tailored to the qualifications of members of the Program and do not duplicate functions more appropriately performed by existing Agency personnel or through an existing contract or program.

''(D) CONGRESSIONAL NOTIFICATION AND UPDATES.—

''(i) INITIAL NOTIFICATION.—Not later than 90 days after the date of the es-

tablishment of the pilot program under subsection (a), the Director shall submit to the appropriate congressional committees a notification describing the following:

''(I) The divisions and offices of the Agency to which members of the Program have been assigned.

''(II) The number of members assigned to each such division or office, as the case may be.

''(III) The general mission area and technical or operational objective of each assignment.

''(IV) The Department and Agency governance, supervision, and oversight processes applicable to such assignments.

''(ii) PERIODIC UPDATES.—Not later than 30 days after the end of each quarter during the one-year period beginning on the date of the notification required under clause (i), and not later than 30 days after the end of each six-month period thereafter until the termination of this section, the Director shall submit to the appropriate

congressional committees an update describing the following:

''(I) Any material change to the information submitted under clause (i).

''(II) Any new division, office, or mission area to which a member of the Program has been assigned.

''(iii) PROTECTION OF SENSITIVE INFORMATION.—A notification or update required under this subparagraph shall be submitted in unclassified form, but may include a classified annex or other appropriate designation to protect classified, law enforcement sensitive, procurement sensitive, proprietary, or personally identifiable information.

''(c) QUALIFICATION REQUIREMENTS.—

''(1) MINIMUM QUALIFICATIONS.—An individual may not be appointed or detailed to the Program unless such individual satisfies the following criteria:

''(A) Possesses demonstrated expertise, education, or professional experience in one or more of the following areas:

''(i) Artificial intelligence, including machine learning, deep learning, natural language processing, computer vision, or foundation models.

''(ii) Data science, data engineering, or applied statistics.

''(iii) Software engineering, including the development, testing, and deployment of artificial intelligence systems.

''(iv) Cybersecurity, including the application of artificial intelligence to threat detection, network defense, data protection and privacy, or the security of artificial intelligence systems.

''(v) Product management or technical program management, as applied to artificial intelligence or emerging technology systems.

''(vi) Experience applying artificial intelligence and emerging technology capabilities in operational cyber or critical infrastructure environments.

''(vii) Security of operational technology and industrial control systems, in-

cluding the application of artificial intelligence to the protection of such systems.

''(viii) Such other areas of technical expertise as the Director determines are directly relevant to the core mission of the Agency.

''(B)(i) Possesses equivalent professional experience of not fewer than four years in one or more such areas, as determined by the Director; or

''(ii) demonstrates, through a competency-based assessment designed or approved by the Director, including an existing hands-on, performance-based assessment or industry-recognized certification, the established level of skill and expertise required for the position to which such individual is appointed or detailed, as the case may be.

''(C) Satisfies applicable security requirements for the position to which such individual is appointed or detailed, as the case may be, including a favorable background investigation and personnel security determination by the Department.

''(D) Any other criteria the Director determines appropriate.

''(2) MERIT-BASED SELECTION.—All appointments and details under this section shall be made on the basis of merit and fitness.

''(3) VETERANS PREFERENCE.—In making appointments under this section, the Director shall apply the principles of preference for the hiring of veterans in the same manner as such principles apply to appointments made under section 2208.

''(4) PUBLIC NOTICE.—The Director shall ensure public notice is provided for all positions within the Program for which appointments and details are to be made, including through publication on the website of the Agency and such other means as the Director determines appropriate to reach qualified candidates in the private sector, academia, federally funded research and development centers, and the National Laboratories.

''(5) CITIZENSHIP AND FOREIGN ADVERSARY RESTRICTIONS.—

''(A) CITIZENSHIP.—An individual may not be appointed or detailed to the Program unless such individual is a citizen of the United States.

''(B) PROHIBITED ENTITIES.—The Director may not accept the detail under subsection (b)(2) of an employee of a private sector entity that is any of the following:

''(i) An entity that is organized under the laws of, has its principal place of business in, or is owned by, controlled by, or subject to the jurisdiction or direction of the government of, a covered nation (as such term is defined in section 4872 of title 10, United States Code).

''(ii) An entity included on the most recent list published under section 1260H of the William M. (Mac) Thornberry National Defense Authorization Act for Fiscal Year 2021 (10 U.S.C. 113 note).

''(iii) A parent, subsidiary, or affiliate of an entity described in clause (i) or (ii).

''(d) TERMS OF SERVICE FOR DIRECT HIRES.—

''(1) TERM OF APPOINTMENT.—An appointment under subsection (b)(1) shall be for a term of not less than one year and not more than three years.

''(2) RENEWAL.—The Director may renew an appointment under paragraph (1) for one additional

term of not more than two years if the Director determines, in writing, that such renewal is necessary to meet mission requirements.

''(3) MAXIMUM CUMULATIVE SERVICE.—No individual may serve in the Program pursuant to an appointment under subsection (b)(1) for a cumulative period exceeding five years.

''(4) COMPENSATION.—

''(A) IN GENERAL.—An individual appointed under subsection (b)(1) shall be compensated in accordance with the authority under section 2208.

''(B) BASIC PAY DETERMINATION.—The rate of basic pay for an individual appointed under subsection (b)(1) shall be determined by the Director, in accordance with section 2208, based on the qualifications, experience, and the nature and scope of the duties of the position to which such individual is appointed.

''(C) CERTAIN AUTHORIZATION.—The Director may authorize recruitment, relocation, and retention incentives or completion bonuses for individuals appointed under subsection (b)(1) to the extent authorized under section 2208 or such other authorities available to the

Department as the Director determines necessary to attract and retain qualified candidates.

''(5) BENEFITS.—An individual appointed under subsection (b)(1) shall be eligible for benefits in the same manner and to the same extent as other employees of the Agency serving in comparable positions.

''(e) TERMS OF SERVICE FOR PRIVATE SECTOR DETAILS.—

''(1) DURATION.—Notwithstanding any other provision of law or regulation, a detail under subsection (b)(2) shall be for a period of not less than one year and not more than two years, renewable for one additional period of not more than two years. No individual may serve on detail within the Program for a cumulative period exceeding four years.

''(2) MEMORANDUM OF UNDERSTANDING.—A detail under subsection (b)(2) shall be subject to a written memorandum of understanding between the Agency, the private sector entity at issue, and the individual concerned, which shall include, at a minimum, the following:

''(A) The terms and conditions of such detail, including the commencement and anticipated termination dates.

''(B) A description of the duties and responsibilities of such detailed individual, including relating to the knowledge transfer activities under subsection (m)(3).

''(C) Provisions ensuring such detailed individual does not improperly use information such detailed individual knows relates to an Agency or Department acquisition, procurement, regulatory, or enforcement action for the benefit or advantage of such private sector entity.

''(D) Provisions requiring compliance with all applicable ethics requirements under title 18, United States Code, and the Ethics in Government Act of 1978.

''(E) Provisions ensuring such detailed individual does not exercise final decision-making authority over matters that are inherently governmental in nature, as defined in Office of Federal Procurement Policy (OFPP) Policy Letter 11-01 or successor document and the Federal Acquisition Regulation (FAR) Subpart

7.5, except that such detailed individual may perform advisory, analytical, and technical decision-support roles, including participation in model evaluation, system design reviews, and red teaming activities, including model audits, cybersecurity evaluations, performance and reliability assessments, and other decision-support tasks performed under Agency oversight.

''(F) Provisions requiring compliance with all applicable privacy and records management requirements specified in section 552a of title 5, United States Code (commonly known as the 'Privacy Act of 1974'), and chapters 21, 29, 31, and 33 of title 44, United States Code (commonly referred to as the 'Federal Records Act').

''(G) Provisions addressing the handling of conflicts of interest, including any deferred compensation arrangements between such detailed individual and such private sector entity.

''(H) Provisions protecting the trade secrets, proprietary information, and intellectual property of such private sector entity, including restrictions on the access of the Agency and the Department to or use of such information.

''(I) Provisions ensuring such detailed individual does not have access to any trade secrets or to any other nonpublic information which is of commercial value to the private sector entity from which such individual is detailed and provisions requiring compliance with section 1905 of title 18, United States Code, and other applicable law regarding the protection of proprietary and procurement-sensitive information belonging to any other private sector entity.

''(J) Provisions allowing for the return of such detailed individual to the position such individual held with the private sector entity from which such individual was detailed, or a comparable position, subject to the terms of this subsection and the applicable employment policies of such entity.

''(K) A certification by the private sector entity seeking to detail an individual under subsection (b)(2) that such entity is not an entity described in subsection (c)(5)(B), and a disclosure by such entity of any contract, grant, cooperative agreement, or other transaction between such entity and the Agency that is in effect, or for which such entity has submitted a

pending bid or proposal, as of the commencement of such detail.

''(3) COMPENSATION AND BENEFITS.—An individual detailed under subsection (b)(2) may continue to receive pay and benefits from the private sector entity from which such individual is detailed, and may not receive pay or benefits from the Department, except that such individual shall be deemed to be an employee of the Department for purposes of the following:

''(A) Chapter 81 of title 5, United States Code, relating to compensation for work injuries.

''(B) Chapter 171 of title 28, United States Code (commonly known as the 'Federal Tort Claims Act').

''(C) The Ethics in Government Act of 1978.

''(4) PROHIBITION ON COST CHARGING.—A private sector entity may not charge the Agency or the Department, as direct or indirect costs under a contract with the Agency or the Department, as the case may be, the costs of pay or benefits paid by such entity to an employee of such entity who is de-

tailed to the Agency under this section for the period of such detail.

''(5) SMALL BUSINESS PARTICIPATION.—The Director shall ensure that, to the maximum extent practicable, of the total number of individuals accepted for detail under subsection (b)(2) each fiscal year, not less than 15 percent are employees of small business concerns.

''(6) TERMINATION OF DETAIL.—

''(A) IN GENERAL.—The Agency or the private sector entity concerned may terminate a detail under subsection (b)(2) at any time and for any reason.

''(B) NOTICE REQUIREMENT FOR PRIVATE SECTOR ENTITY TERMINATIONS.—

''(i) IN GENERAL.—Except as provided in clause (ii), if a private sector entity terminates a detail under subsection (b)(2), such entity shall provide to the Director written notice relating thereto not later than 30 days before the effective date of such termination.

''(ii) EXCEPTION.—The time period specified in clause (i) shall not apply if the private sector entity concerned determines

an exigent business necessity exists. If such entity makes such a determination, such entity shall provide to the Director the notice referred to in such clause as soon as practicable.

''(C) CONTENTS OF NOTICE.—A notice required under subparagraph (B) shall include the following:

''(i) The identity and position of the detailed individual whose detail is being terminated.

''(ii) The anticipated effective date of such termination.

''(iii) A general description of the reasons for such termination, including whether such termination results from a business decision of the private sector entity concerned, the conduct or performance of such detailed individual, changed mission requirements, or other circumstances.

''(D) CONGRESSIONAL NOTIFICATION.—Not later than 15 days after receiving a notice of termination under subparagraph (B), or not later than 15 days after the Agency terminates a detail under subsection (b)(2), the Director

shall notify the appropriate congressional committees of such termination, as the case may be, including the following:

''(i) As applicable, the information specified in subparagraph (C).

''(ii) A description of the Agency's plan to address any mission gap resulting from such termination.

''(f) PROTECTIONS FOR PROGRAM INTEGRITY.—

''(1) MERIT-BASED DETERMINATIONS.—Decisions relating to the appointment, detail, assignment, compensation, renewal, or termination of any member of the Program shall be based solely on merit, fitness, qualifications, mission need, and performance.

''(2) CONGRESSIONAL NOTIFICATION OF TERMINATION.—The Director may terminate the appointment or detail, as the case may be, of a member of the Program at any time, except that not later than 15 days after any such termination, the Director shall submit to the appropriate congressional committees a written notification that includes the following:

''(A) The position of the individual whose appointment or detail, as the case may be, was terminated.

''(B) A general description of the reasons relating to such termination.

''(C) The date of such termination.

''(D) A certification that such termination was based on one or more of the factors described in paragraph (1).

''(3) LIMITATION ON EXERCISE OF GOVERNMENTAL AUTHORITY.—

''(A) IN GENERAL.—An individual detailed under subsection (b)(2) may not—

''(i) exercise final decision making authority with respect to a rulemaking, enforcement, licensing, benefits, or regulatory action of the Agency or the Department;

''(ii) direct an officer or employee of the Agency or the Department in the exercise of an authority vested by law in such officer or employee;

''(iii) perform a function required by law to be performed by an officer or employee of the United States; or

''(iv) participate personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of the private sector entity from which such individual is detailed, including any rulemaking or enforcement action under subtitle D of this title, the development of any directive or guidance issued by the Agency, the issuance of any subpoena under section 2209, or any procurement, unless a written waiver has been issued with respect to such individual under section 208(d) of title 18, United States Code.

''(B) RULE OF CONSTRUCTION.—Nothing in this paragraph may be construed to prohibit an individual detailed under subsection (b)(2) from providing technical, scientific, analytical, engineering, testing, evaluation, cybersecurity, or decision-support assistance under the supervision of an officer or employee of the Agency.

''(4) PROCUREMENT INTEGRITY.—The Director shall ensure the implementation of this section is consistent with applicable procurement integrity and organizational conflicts of interest requirements.

Participation in a detail under this section does not, by itself, constitute an organizational conflict of interest for the private sector entity employing the detailed individual with respect to Agency or Department contracts, except as otherwise determined by a contracting officer in accordance with such requirements.

''(5) CONFLICT OF INTEREST MITIGATION GUIDANCE.—Not later than 180 days after the date of the enactment of this section, the Director, in consultation with the Designated Agency Ethics Official of the Department, shall issue and make publicly available guidance for the mitigation of organizational conflicts of interest arising from private sector details under this section, including measures to prevent the appearance of preferential treatment in Agency and Department acquisitions, procurements, and regulatory actions.

''(6) PROTECTION OF CONSTITUTIONALLY PROTECTED SPEECH.—A member of the Program may not be assigned to, or perform, any activity to monitor, analyze, label, or seek the removal or suppression of lawful speech by a United States person (as such term is defined in section 101 of the Foreign Intelligence Surveillance Act of 1978 (50 U.S.C.

1801)). Nothing in this paragraph may be construed to limit the detection, analysis, or mitigation of malicious cyber activity, including such activity conducted by or on behalf of a foreign adversary.

''(g) SECURITY CLEARANCES.—The Director, in consultation with the Chief Security Officer of the Department and the heads of relevant Federal departments and agencies, shall carry out the following:

''(1) Ensure the timely processing of security clearance applications for individuals appointed or detailed, as the case may be, to the Program.

''(2) To the extent practicable and consistent with the national security interests of the United States, utilize interim security clearances to permit individuals to commence duties while final clearance adjudications are pending, in cases that do not present concerns upon initial review.

''(3) Ensure each member of the Program is subject to ongoing personnel security review by the Department and enrolled in the insider threat program of the Department, and that access by such member to classified information, Agency information systems, or nonpublic information relating to executive agency information systems or critical infrastructure is limited to the access necessary to

carry out the assignment of such member under subsection (b)(5).

''(h) PROTECTION OF PROPRIETARY INFORMATION AND INTELLECTUAL PROPERTY.—

''(1) IN GENERAL.—The Director shall implement appropriate administrative, technical, and contractual safeguards to ensure the following:

''(A) In accordance with subparagraphs (H) and (I) of subsection (e)(2), as the case may be, the following:

''(i) The trade secrets, proprietary information, and intellectual property of a private sector entity with respect to which an employee of such entity detailed in the Program under subsection (b)(2) are protected from unauthorized access, use, or disclosure by the Agency, the Department, or any officer or employee thereof.

''(ii) All proprietary, procurement-sensitive, or nonpublic information accessed by a detailed individual during the course of the detail of such individual, regardless of the source, are protected in accordance with section 1905 of title 18, United States Code, and any other applicable Fed-

eral law or regulation, and such an individual may not disclose such information to private sector entity from which such individual was detailed or any other unauthorized party.

''(B) No information obtained by the Agency through the detail to the Program of an employee of a private sector entity is used to confer a competitive advantage or disadvantage upon any private sector entity in connection with an Agency or Department procurement, contract, regulatory, or enforcement action.

''(C) Each private sector entity with respect to which an employee of such entity detailed to the Program is notified of the safeguards described in subparagraphs (A) and (B) as part of the memorandum of understanding required under subsection (e)(2).

''(2) ELEMENTS.—The memorandum of understanding required under subsection (e)(2) shall address the ownership and rights of the parties to such memorandum with respect to any work product or intellectual property created during the period of a detail, including the delineation of foreground intellectual property developed during such detail from

background intellectual property owned by the private sector entity concerned prior to such detail.

''(3) COORDINATED DISCLOSURE OF VULNERABILITIES.—In any case in which a member of the Program, in the course of performing red teaming activities, model audits, cybersecurity evaluations, or other assessment activities, identifies a vulnerability, deficiency, or security concern in commercially developed artificial intelligence, the Director shall, with respect to any disclosure to any entity outside the Agency of such identification made in accordance with applicable law and the coordinated vulnerability disclosure processes of the Agency, ensure the following:

''(A) The private sector entity that developed or maintains such artificial intelligence is notified of such vulnerability, deficiency, or concern, as the case may be, not later than 45 days before any such disclosure, unless the Director determines an imminent threat to public safety or national security requires expedited disclosure, in which case the Director shall provide such notification as soon as practicable.

''(B) Such private sector entity is afforded a reasonable opportunity to remediate such vul-

nerability, deficiency, or concern, as the case may be, before any public disclosure relating thereto, except to the extent otherwise required by applicable law.

''(C) Any disclosure of such identification to any entity outside the Agency is coordinated with such private sector entity to the maximum extent practicable, consistent with the national security interests of the United States.

''(4) RULE OF CONSTRUCTION.—Nothing in this subsection may be construed to grant the United States ownership of any pre-existing intellectual property of a private sector entity or an employee of such entity detailed under subsection (b)(2).

''(i) CONGRESSIONAL OVERSIGHT AND REPORTING.—

''(1) SEMIANNUAL REPORTS.—Not later than 180 days after the date on which the first member of the Program is appointed or detailed, as the case may be, under this section and semiannually thereafter, the Director shall submit to the appropriate congressional committees a report on the activities and status of the Program, including the following:

''(A) Information relating to the total number of members of the Program during the reporting period, disaggregated by individuals appointed under subsection (b)(1), individuals detailed under subsection (b)(2), and the division or office of the Agency to which each such individual is assigned.

''(B) Information relating to the number of positions filled and vacant during the reporting period, and for each such vacant position, the duration of such vacancy and the efforts undertaken by the Agency to fill such position.

''(C) A description of the projects, mission areas, and activities to which members of the Program have been assigned, including measurable outcomes, milestones achieved, and the operational impact of such assignments on the division or office of the Agency to which each such member has been assigned.

''(D) Information relating to the compensation range for individuals serving in the Program.

''(E) Information relating to veteran status data regarding individuals serving in the Program.

''(F) A description of how the Agency has exercised the authorities under this section in accordance with subsection (c)(2).

''(G) A summary of any terminations of members of the Program during the reporting period, including a general description of the reasons for each such termination.

''(H) For each private sector entity from which an individual has been detailed under subsection (b)(2), the identification of such entity, the duration of such detail, a general description of the nature of such detail, and an identification of any contract, grant, cooperative agreement, or other transaction between such entity and the Agency in effect during such detail.

''(I) An identification of any challenges encountered in recruiting, hiring, clearing, or retaining members of the Program, and any recommendations for addressing such challenges.

''(J) A certification that the authorities under this section have not been used in a manner inconsistent with the requirements of subsection (f)(6), (n), or (o) during the reporting

period, together with a description of any steps taken to ensure such compliance.

''(K) Information relating to the knowledge transfer activities under subsection (m)(3) during the reporting period, including the number of career employees of the Agency trained or mentored by members of the Program.

''(L) The number of waivers issued under section 208(d) of title 18, United States Code, and the number of recusals relating to members of the Program during the reporting period, and a general description of the matters to which such waivers and recusals relate.

''(2) FORM.—Each report required under this subsection shall be submitted in unclassified form, but may include a classified annex if necessary to protect sensitive information relating to national security.

''(j) INSPECTOR GENERAL REVIEW.—Not later than two years after the date of the enactment of this section and biennially thereafter, the Inspector General of the Department shall conduct a review of the implementation of this section, including determinations relating to the following:

''(1) Whether the hiring and detail authorities under this section are being exercised in a manner consistent with subsection (c)(2).

''(2) Whether the qualification requirements under subsection (c) are adequate to ensure members of the Program possess the technical expertise necessary to fulfill the purposes described in subsection (a)(2).

''(3) Whether the private sector detail program under subsection (e) is being administered in compliance with applicable ethics requirements, the limitations on the exercise of governmental authority under subsection (f)(3), the procurement integrity requirements under subsection (f)(4), and the proprietary information protections under subsection (h).

''(4) Whether the security clearance procedures under subsection (g) are adequate and are being implemented in a timely manner.

''(5) Whether the authorities under this section have been exercised in compliance with the requirements of subsections (f)(6) and (o), including any instance in which a member of the Program, or any artificial intelligence capability operated through the

exercise of such authorities, was directed to act in a manner inconsistent with such subsections.

''(6) Any other matters the Inspector General determines appropriate.

''(k) COMPTROLLER GENERAL REVIEW.—Not later than three years after the date of the enactment of this section, the Comptroller General of the United States shall submit to the appropriate congressional committees a report evaluating the effectiveness and management of the Program, including the following:

''(1) An assessment of the cost effectiveness of the Program.

''(2) The extent to which the Program duplicated or complemented other recruitment programs of the Department.

''(3) The effectiveness of knowledge transfer to career employees of the Agency.

''(4) The adequacy of oversight mechanisms.

''(5) Any recommendations for legislative action, including whether the authorities under this section should be reauthorized or made permanent.

''(l) RELATIONSHIP TO PRIVATE SECTOR ENTITIES.—Nothing in this section may be construed to—

''(1) replace, diminish, or otherwise discourage the use of contracts, grants, cooperative agreements,

or other arrangements between the Agency or the Department and private sector entities for the procurement of artificial intelligence, emerging technology, or related services;

''(2) limit the ability of the Secretary or the Director to engage with the private sector on matters relating to artificial intelligence innovation, technology development, or homeland security operations;

''(3) establish any preference for or against the products, services, or technologies of any private sector entity an employee of which is detailed to the Agency under subsection (b)(2), or disqualify such entity from eligibility for any Agency contract, grant, cooperative agreement, or other arrangement solely on the basis of such detail; or

''(4) establish any adverse consequence for, or serve as the basis for any adverse action with respect to, any private sector entity, or any employee of such entity, that declines to enter into a detail arrangement under this section, including any adverse effect on the eligibility of such entity for any Agency or Department contract, grant, cooperative agreement, or other arrangement, or any adverse effect

on any pending or future procurement, regulatory, or enforcement action involving such entity

''(m) TALENT PIPELINE AND ALUMNI ENGAGEMENT.—

''(1) CONVERSION PATHWAY.—Upon successful completion of service in the Program, an individual appointed under subsection (b)(1) may, at the discretion of the Director and subject to applicable law, be appointed to a permanent qualified position within the Agency under section 2208 that is vacant and otherwise authorized and funded, if such individual satisfies the qualifications for such position.

''(2) ALUMNI NETWORK.—The Director may establish a voluntary alumni network for former members of the Program to facilitate continued engagement between the Agency and such former members on matters of mutual interest relating to the core mission of the Agency.

''(3) KNOWLEDGE TRANSFER TO CAREER WORKFORCE.—Each member of the Program shall participate in structured knowledge transfer to career employees of the Agency, including mentoring, training, documentation, and such other activities as the Director determines appropriate, in accordance with a plan the Director shall establish not later

than 180 days after the date on which the first member of the Program is appointed or detailed under this section.

''(n) PROHIBITION ON WORKFORCE DISPLACEMENT.—The authorities under this section may not be used to reduce, abolish, or reclassify any position held by a career Federal employee in the Agency, or to replace any function performed by such an employee, with an individual appointed or detailed under this section. The Director shall ensure members of the Program supplement, and do not substitute for, the career workforce of the Agency.

''(o) PROJECT GOVERNANCE AND FEDERAL ACCOUNTABILITY.—

''(1) APPLICABLE REQUIREMENTS.—The Director shall ensure each project supported by members of the Program is conducted in accordance with applicable law and Department and Agency policies relating to cybersecurity, privacy, civil rights, civil liberties, records management, data governance, acquisition, and the responsible use of artificial intelligence.

''(2) USE OF EXISTING PROCESSES.—To the maximum extent practicable, the Director shall carry out paragraph (1) through existing Department and Agency governance and review processes, appro-

priately tailored to the nature, scope, and risk of the project at issue.

''(3) FEDERAL RESPONSIBILITY.—The provision of technical, analytical, or decision support assistance by a member of the Program may not be construed to transfer, delegate, or diminish the responsibility of an authorized officer or employee of the Agency or the Department with respect to the exercise of an authority vested in such officer or employee.

''(4) NO NEW APPROVAL AUTHORITY.—Nothing in this subsection may be construed to establish a requirement for the approval or concurrence of an authorized officer or employee of the Agency or the Department who does not otherwise possess such authority under law or Department or Agency policy, as the case may be.

''(5) PRESERVATION OF AGENCY AND DEPARTMENT AUTHORITIES.—Nothing in this section may be construed to limit, modify, delay, or otherwise affect the lawful authorities, missions, operations, or activities of the Agency, the Department, or any other component of the Department.

''(p) FUNDING.—The Director shall carry out this section using amounts appropriated or otherwise made available to the Agency.

''(q) SUNSET.—This section shall terminate on the date that is seven years after the date of the enactment of this section.

''(r) DEFINITIONS.—In this section:

''(1) APPROPRIATE CONGRESSIONAL COMMITTEES.—The term 'appropriate congressional committees' means—

''(A) the Committee on Homeland Security of the House of Representatives; and

''(B) the Committee on Homeland Security and Governmental Affairs of the Senate.

''(2) ARTIFICIAL INTELLIGENCE.—The term 'artificial intelligence'—

''(A) has the meaning given such term in section 5002 of the National Artificial Intelligence Initiative Act of 2020 (15 U.S.C. 9401); and

''(B) includes—

''(i) machine learning systems, large language models, foundation models, computer vision systems, and autonomous decision-making platforms; and

''(ii) any application, tool, or service that uses any of such systems, models, or platforms, including systems designed to process, classify, generate, or act upon data without direct human direction for each individual action.

''(3) EMERGING TECHNOLOGY.—The term 'emerging technology' means any technology the Secretary determines is critical to the core mission of the Agency, including machine learning, autonomy, robotics, data analytics, quantum information science, and such other technologies as the Director may so determine critical.

''(4) EXECUTIVE AGENCY.—The term 'executive agency' has the meaning given such term in section 2, except that such term does not include the Department of Defense, a military department, or an element of the intelligence community.

''(5) EXECUTIVE AGENCY INFORMATION SYSTEM.—The term 'executive agency information system' means an information system owned or operated by or on behalf of an executive agency, other than a national security system.

''(6) INSTITUTION OF HIGHER EDUCATION.—The term 'institution of higher education' has the

meaning given such term in section 102 of the Higher Education Act of 1965 (20 U.S.C. 1002)).

''(7) NATIONAL LABORATORY.—The term 'National Laboratory' has the meaning given such term in section 2 of the Energy Policy Act of 2005 (42 U.S.C. 15801).

''(8) SMALL BUSINESS CONCERN.—The term 'small business concern' has the meaning given under section 3 of the Small Business Act (15 U.S.C. 632).''.

(b) CONFORMING AMENDMENT.—The table of contents in section 1(b) of the Homeland Security Act of 2002 (6 U.S.C. 101 note) is amended by inserting after the item relating to section 2220E the following new item:

''Sec. 2220F. BRIDGE AI Mission Program.''.