

119TH CONGRESS
2D SESSION

S. 3996

To improve the hiring and training processes at U.S. Immigration and Customs Enforcement and U.S. Customs and Border Protection.

IN THE SENATE OF THE UNITED STATES

MARCH 4, 2026

Mr. LUJÁN introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

A BILL

To improve the hiring and training processes at U.S. Immigration and Customs Enforcement and U.S. Customs and Border Protection.

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 “DHS Hiring Review
5 Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) APPROPRIATE CONGRESSIONAL COMMIT-
9 TEES.—The term “appropriate congressional com-
10 mittees” means—

1 (A) the Committee on Homeland Security
2 and Governmental Affairs of the Senate;

3 (B) the Committee on the Judiciary of the
4 Senate;

5 (C) the Committee on Appropriations of
6 the Senate;

7 (D) the Committee on Homeland Security
8 of the House of Representatives;

9 (E) the Committee on the Judiciary of the
10 House of Representatives; and

11 (F) the Committee on Appropriations of
12 the House of Representatives.

13 (2) CBP.—The term “CBP” means U.S. Cus-
14 toms and Border Protection.

15 (3) ICE.—The term “ICE” means U.S. Immi-
16 gration and Customs Enforcement.

17 (4) UNDER SECRETARY.—The term “Under
18 Secretary” means the Under Secretary for Manage-
19 ment at the Department of Homeland Security.

20 **SEC. 3. HIRING AUDIT AT ICE AND CBP.**

21 The Under Secretary, in coordination with the Office
22 of Personnel Management, shall conduct an audit of the
23 hiring records for any employees hired by ICE or CBP
24 after the date of the enactment of Public Law 119–21 to
25 certify all hiring requirements with respect to such em-

1 ployees, including background checks, were complete and
2 remained consistent with applicable Office of Personnel
3 Management hiring standards.

4 **SEC. 4. REQUIREMENT TO CHECK STATE AND LOCAL SYS-**
5 **TEMS.**

6 The Under Secretary shall cross-reference all new
7 employees hired for positions at ICE or CBP since Janu-
8 ary 20, 2025, with State-level misconduct files, including
9 police records and employment records of law enforcement
10 agencies, to determine whether information contained in
11 such files was taken into consideration during the evalua-
12 tion of such new employees prior to being hired.

13 **SEC. 5. FEDERAL LAW ENFORCEMENT TRAINING CENTERS**
14 **CERTIFICATION OF TRAINING.**

15 (a) CERTIFICATIONS.—Not later than 180 days after
16 the date of the enactment of this Act, the Director of the
17 Federal Law Enforcement Training Centers shall certify
18 that every agent or officer of ICE and CBP has success-
19 fully completed the required training for their respective
20 positions within ICE or CBP, including—

- 21 (1) the U.S. Immigration and Customs En-
22 forcement Academy;
23 (2) U.S. Border Patrol agent basic training;
24 and

1 (3) the U.S. Customs and Border Protection
2 Field Operations Academy.

3 (b) LENGTH OF TRAINING.—The certifications re-
4 quired under subsection (a) should indicate the length of
5 training that each officer and agent completed for their
6 respective positions.

7 **SEC. 6. GOVERNMENT ACCOUNTABILITY OFFICE STUDY**
8 **AND REPORT.**

9 Not later than 1 year after the date of the enactment
10 of this Act, the Comptroller General of the United States
11 shall submit a report to the appropriate congressional
12 committees that includes—

13 (1) the findings from the audit conducted pur-
14 suant to section 3;

15 (2) a description of the Under Secretary's de-
16 termination of the use of State-level misconduct files
17 during the evaluation of potential new ICE and CBP
18 employees; and

19 (3) an audit of pass and fail rates for training
20 at the Federal Law Enforcement Training Centers
21 for ICE and CBP agents and officers.

○