

119TH CONGRESS  
2D SESSION

# S. 4326

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

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## IN THE SENATE OF THE UNITED STATES

APRIL 16 (legislative day, APRIL 14), 2026

Mr. LUJÁN introduced the following bill; which was read twice and referred to the Committee on the Judiciary

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## 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 FBI 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 the Judiciary of the  
2 Senate;

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

5 (C) the Committee on the Judiciary of the  
6 House of Representatives; and

7 (D) the Committee on Appropriations of  
8 the House of Representatives.

9 (2) FBI.—The term “FBI” means the Federal  
10 Bureau of Investigation.

11 (3) DEPUTY ASSISTANT ATTORNEY GENERAL.—  
12 The term “Deputy Assistant Attorney General”  
13 means the Deputy Assistant Attorney General for  
14 Management and Compliance at the Department of  
15 Justice.

16 **SEC. 3. HIRING AUDIT AT THE FBI.**

17 The Deputy Assistant Attorney General, in coordina-  
18 tion with the Office of Personnel Management, shall con-  
19 duct an audit of the hiring records for any employees hired  
20 by the FBI after the date of enactment of Public Law  
21 119–21 to certify all hiring requirements with respect to  
22 such employees, including background checks, were com-  
23 plete and remained consistent with applicable Office of  
24 Personnel Management hiring standards.

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

3 The Deputy Assistant Attorney General shall cross-  
4 reference all new employees hired for positions at the FBI  
5 since January 20, 2025 with State-level misconduct files,  
6 including police records and employment records of law  
7 enforcement agencies, to determine whether information  
8 contained in such files was taken into consideration during  
9 the evaluation of such new employees prior to being hired.

10 **SEC. 5. FEDERAL LAW ENFORCEMENT TRAINING CENTERS**  
11 **CERTIFICATION OF TRAINING.**

12 (a) CERTIFICATIONS.—Not later than 180 days after  
13 the date of enactment of this Act, the Director of the Fed-  
14 eral Law Enforcement Training Centers shall certify that  
15 every agent or officer of the FBI has successfully com-  
16 pleted the required training for their respective positions  
17 within the FBI.

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

22 **SEC. 6. GOVERNMENT ACCOUNTABILITY OFFICE STUDY**  
23 **AND REPORT.**

24 Not later than 1 year after the date of enactment  
25 of this Act, the Comptroller General of the United States

1 shall submit to the appropriate congressional committees  
2 a report that includes—

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

5           (2) a description of the Deputy Assistant Attor-  
6           ney General's determination of the use of State-level  
7           misconduct files during the evaluation of potential  
8           new FBI employees; and

9           (3) an audit of pass and fail rates for training  
10          at the Federal Law Enforcement Training Centers  
11          for FBI agents and officers.

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