

119TH CONGRESS
2D SESSION

S. 5376

To establish minimum hiring, training, and suitability standards for Federal law enforcement officers, to prohibit accelerated or abbreviated basic training and provisional appointments, to provide for enforcement and oversight, and for other purposes.

IN THE SENATE OF THE UNITED STATES

AUGUST 7, 2026

Mr. BOOKER (for himself and Mr. BLUMENTHAL) introduced the following bill; which was read twice and referred to the Committee on the Judiciary

A BILL

To establish minimum hiring, training, and suitability standards for Federal law enforcement officers, to prohibit accelerated or abbreviated basic training and provisional appointments, to provide for enforcement and oversight, and for other purposes.

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; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the
5 “Federal Integrity, Training and National Eligibility for
6 Service Standards Act” or the “FITNESS Act”.

1 (b) TABLE OF CONTENTS.—The table of contents for
 2 this Act is as follows:

- Sec. 1. Short title; table of contents.
- Sec. 2. Findings.
- Sec. 3. Definitions.
- Sec. 4. Minimum eligibility standards for Federal law enforcement officers.
- Sec. 5. Technical skills and academic requirements for Federal law enforcement officers.
- Sec. 6. Ineligibility based on certain prior conduct.
- Sec. 7. Ineligibility based on discriminatory conduct.
- Sec. 8. Documentation and reporting requirements.
- Sec. 9. Officer relief; State attorney general enforcement.
- Sec. 10. Recently hired officers.
- Sec. 11. Hiring freeze.
- Sec. 12. Agency accreditation.
- Sec. 13. Enforcement; penalties; oversight.
- Sec. 14. Rules of construction.
- Sec. 15. No additional funds.
- Sec. 16. Severability.
- Sec. 17. Effective date.

3 **SEC. 2. FINDINGS.**

4 Congress finds the following:

5 (1) Federal law enforcement officers exercise
 6 extraordinary governmental authority, including the
 7 authority to use force, and must be trained to the
 8 highest professional and constitutional standards.

9 (2) The legitimacy of Federal law enforcement
 10 depends on public trust, which is sustained only
 11 when Federal law enforcement officers demonstrate
 12 fidelity to the Constitution and the rule of law.

13 (3) Conduct by a Federal law enforcement offi-
 14 cer that violates constitutional guarantees, reflects
 15 bias or dishonesty, or would cause a reasonable per-
 16 son to doubt the officer's fitness for duty under-

1 mines the integrity of the Federal law enforcement
2 agency and the Federal Government as a whole.

3 (4) The preservation of human life is the para-
4 mount objective of law enforcement operations and
5 must guide instruction, tactics, and decision-making.

6 (5) Use of force by Federal law enforcement of-
7 ficers must be objectively reasonable, necessary, and
8 proportional to the threat presented.

9 (6) Federal law enforcement officers who use
10 excessive force pose a danger to the safety of the
11 public and other officers and must be held account-
12 able and removed from service.

13 (7) Congress has a compelling interest in ensur-
14 ing that Federal law enforcement academic and
15 skills training reflects best practices in modern polic-
16 ing, constitutional standards, and the protection of
17 life.

18 (8) The Federal Government has a fundamental
19 obligation to protect the people of the United States
20 while faithfully enforcing the Constitution of the
21 United States, and that obligation includes ensuring
22 that Federal law enforcement officers are adequately
23 trained before being entrusted with enforcement and
24 use-of-force authority.

1 (9) Attenuated hiring practices that prioritize
2 expediency over preparation increase the risk that
3 officers will be deployed without sufficient instruc-
4 tion in constitutional standards, use-of-force prin-
5 ciples, and decision-making under stress and in-
6 crease the likelihood of constitutional violations or
7 harm to civilians or officers.

8 (10) The Federal Government's responsibility
9 to enforce the law does not diminish during periods
10 of heightened operational demand, and constitutional
11 compliance may not be sacrificed for expediency.

12 (11) Failures in eligibility and training stand-
13 ards represent an institutional breakdown that com-
14 promises public safety and violates the Federal Gov-
15 ernment's duty to enforce the law in a manner con-
16 sistent with the Constitution.

17 (12) Exclusion of an individual from employ-
18 ment as a Federal law enforcement officer based on
19 a demonstrated lack of fitness or breach of trust is
20 rationally related to protecting the public, fellow
21 Federal law enforcement officers, and constitutional
22 governance.

23 **SEC. 3. DEFINITIONS.**

24 In this Act:

1 (1) FEDERAL LAW ENFORCEMENT AGENCY.—

2 The term “Federal law enforcement agency” means
3 any Executive agency (as defined in section 105 of
4 title 5, United States Code) authorized by law to en-
5 gage in the prevention, detection, investigation, or
6 prosecution of any violation of criminal law or immi-
7 gration law.

8 (2) FEDERAL LAW ENFORCEMENT OFFICER.—

9 The term “Federal law enforcement officer” means
10 any officer, agent, or employee of the United States
11 authorized by law or by a Government agency to en-
12 gage in or supervise the prevention, detection, inves-
13 tigation, or prosecution of any violation of Federal
14 civil or criminal law.

15 (3) FLETA.—The term “FLETA” means the
16 Federal Law Enforcement Training Accreditation
17 Board, or any successor accreditation authority rec-
18 ognized by the Federal Government.

19 (4) FLETC.—The term “FLETC” means the
20 Federal Law Enforcement Training Centers.

21 (5) LAW ENFORCEMENT INSTRUCTOR TRAINING
22 PROGRAM.—The term “Law Enforcement Instructor
23 Training Program” means the 10-day FLETC pro-
24 gram consisting of 76 hours of instruction, as ac-
25 credited by FLETA in May 2025, that provides

1 training in law enforcement instructional skills fo-
2 cused on delivery of an approved curriculum.

3 (6) SENIOR EXECUTIVE SERVICE.—The term
4 “Senior Executive Service” has the meaning given
5 the term in section 2101a of title 5, United States
6 Code.

7 (7) STUDENT HONOR CODE.—The term “Stu-
8 dent Honor Code” means the policies related to per-
9 sonal conduct, integrity, dishonesty, and social re-
10 sponsibility as outlined in FLETC Directive 67–
11 35.C, “Student Misconduct”.

12 (8) UNIFORMED POLICE TRAINING PROGRAM.—
13 The term “Uniformed Police Training Program”
14 means the basic 64-instructional-day training pro-
15 gram consisting of 527 total course hours, as accred-
16 ited by FLETA in May 2025, that is designed to
17 provide entry-level Federal law enforcement officers
18 with foundational knowledge, skills, and abilities
19 necessary to perform law enforcement duties in a
20 constitutional, professional, and safe manner.

21 (9) USE OF FORCE TRAINING PROGRAM.—The
22 term “Use of Force Training Program” means the
23 FLETC training program that provides instruction
24 on officer liability, legal aspects of the use of force,
25 instructional use of nonlethal training ammunition,

1 peak performance for law enforcement, environ-
2 mental influence of de-escalation and decision-mak-
3 ing, post-incident procedures, and student-centered
4 instructor development.

5 **SEC. 4. MINIMUM ELIGIBILITY STANDARDS FOR FEDERAL**
6 **LAW ENFORCEMENT OFFICERS.**

7 (a) PURPOSE.—The purpose of this section is to en-
8 sure that individuals entrusted with Federal law enforce-
9 ment authority meet rigorous, uniform eligibility stand-
10 ards that promote professionalism, protect public safety,
11 safeguard fellow officers, and ensure faithful enforcement
12 of the Constitution of the United States.

13 (b) MINIMUM ELIGIBILITY REQUIREMENTS.—An in-
14 dividual may not be appointed to a position as a Federal
15 law enforcement officer unless the following conditions are
16 met:

17 (1) CITIZENSHIP AND LEGAL STATUS.—The in-
18 dividual—

19 (A) is a citizen of the United States; and

20 (B) is legally eligible to possess and carry
21 a firearm.

22 (2) MEDICAL AND PHYSICAL READINESS.—The
23 individual—

24 (A) successfully completes a comprehensive
25 pre-employment medical examination;

1 (B) meets the minimum standards estab-
2 lished by the Guidance for the Medical Evalua-
3 tion of Law Enforcement Officers issued by the
4 American College of Occupational and Environ-
5 mental Medicine that are necessary to safely
6 and effectively perform law enforcement duties,
7 including standards for vision, hearing, and mo-
8 bility; and

9 (C) passes a pre-employment physical fit-
10 ness assessment immediately prior to appoint-
11 ment.

12 (3) DRUG-FREE WORKPLACE.—The indi-
13 vidual—

14 (A) passes a pre-employment drug screen-
15 ing; and

16 (B) agrees to random drug testing as a
17 condition of employment.

18 (4) BACKGROUND AND SUITABILITY.—The indi-
19 vidual—

20 (A) successfully completes a Single Scope
21 Background Investigation (commonly known as
22 an “SSBI”) or successor background investiga-
23 tion;

24 (B) agrees to periodic background reinves-
25 tigations; and

1 (C) demonstrates suitability, integrity, and
2 reliability consistent with Federal law enforce-
3 ment standards.

4 (5) FIREARMS AND DUTY READINESS.—The in-
5 dividual—

6 (A) agrees to carry a service handgun as
7 required; and

8 (B) agrees to qualify on required firearms
9 not less frequently than twice annually.

10 (6) PROFESSIONAL OBLIGATIONS.—The indi-
11 vidual—

12 (A) agrees to provide sworn statements
13 and courtroom testimony as required; and

14 (B) agrees to comply with ethical stand-
15 ards, appearance standards, and conduct re-
16 quirements applicable to Federal law enforce-
17 ment officers.

18 (c) AGE REQUIREMENTS.—An individual shall be not
19 less than 21 years of age and not more than 36 years
20 of age at the time of appointment to a position as a Fed-
21 eral law enforcement officer.

22 (d) EDUCATION AND EXPERIENCE QUALIFICA-
23 TIONS.—

24 (1) IN GENERAL.—

1 (A) IN GENERAL.—An individual may not
2 be appointed to a position as a Federal law en-
3 forcement officer unless the individual has, at a
4 minimum—

5 (i) a bachelor’s degree; or

6 (ii) a high school diploma or general
7 educational development (commonly known
8 as “GED”) certificate and not less than 4
9 years of general experience.

10 (B) GENERAL EXPERIENCE.—For pur-
11 poses of subparagraph (A)(ii), the term “gen-
12 eral experience”—

13 (i) means experience through which
14 an individual has developed analytical and
15 problem-solving abilities, ethical judgment,
16 planning abilities, and communication
17 skills; and

18 (ii) includes experience in administra-
19 tive, clerical, technical, or military work
20 that involves—

21 (I) protecting property, equip-
22 ment, data, or materials; or

23 (II) making judgments based on
24 the application of directions, rules,
25 regulations, or laws.

1 (2) ACCREDITATION.—Academic credentials
2 from an institution of higher education may not be
3 used to satisfy the requirement under paragraph
4 (1)(A)(i) unless the credentials were awarded by an
5 institution of a higher education—

6 (A) accredited by an agency or association
7 recognized by the Secretary of Education pur-
8 suant to section 496 of the Higher Education
9 Act of 1965 (20 U.S.C. 1099b); or

10 (B) in a foreign country that has been de-
11 termined by the Secretary of Education to be
12 equivalent to an institution of higher education
13 described in subparagraph (A).

14 (e) ONLINE PRESENCE.—As part of the evaluation
15 and suitability assessment of an individual for appoint-
16 ment to a position as a Federal law enforcement officer,
17 a Federal law enforcement agency shall review the online
18 presence of the individual for information that dem-
19 onstrates—

20 (1) a lack of integrity and ethical judgment;

21 (2) a disregard for safety and preservation of
22 life; or

23 (3) ineligibility pursuant to section 6 or 7 of
24 this Act.

1 **SEC. 5. TECHNICAL SKILLS AND ACADEMIC REQUIRE-**
2 **MENTS FOR FEDERAL LAW ENFORCEMENT**
3 **OFFICERS.**

4 (a) REQUIREMENTS.—

5 (1) MANDATORY COMPLETION.—No individual
6 may be deployed, assigned to duty, or exercise law
7 enforcement authority as a Federal law enforcement
8 officer, including on a temporary basis, or be armed,
9 make arrests, conduct searches or seizures, partici-
10 pate in crowd control or enforcement operations, or
11 otherwise perform law enforcement duties in a Fed-
12 eral capacity, unless such individual has successfully
13 completed—

14 (A) the Uniformed Police Training Pro-
15 gram; and

16 (B) the Use of Force Training Program.

17 (2) IMMIGRATION ENFORCEMENT.—In addition
18 to the training programs required under paragraph
19 (1), every individual deployed, assigned to duty, or
20 exercising law enforcement authority as a Federal
21 law enforcement officer to conduct immigration en-
22 forcement operations under the Immigration and
23 Nationality Act (8 U.S.C. 1101 et seq.) shall have
24 successfully completed—

25 (A) the 584-hour Basic Immigration En-
26 forcement Training Program described in the

1 syllabus of the Training Management Division
2 of Enforcement and Removal Operations in ef-
3 fect in July 2025; and

4 (B) the 5-week Spanish Language Train-
5 ing Program conducted by Enforcement and
6 Removal Operations.

7 (3) NONDUPLICATION.—If any individual
8 course or training module appears in the curriculum
9 of more than one of the programs required under
10 paragraphs (1) and (2), an individual who has taken
11 the course or module through one of the programs
12 shall not be required to take the same course or
13 module through any other such program if the indi-
14 vidual provides certification of completion of the
15 course or module to the administrator of the other
16 program.

17 (4) COMPLETION REQUIREMENTS.—An indi-
18 vidual shall be considered to have completed a train-
19 ing program required under paragraph (1) or (2)
20 only upon passage, with a score of 80 percent or
21 higher, of—

22 (A) each closed-book written examination
23 of the program; and

24 (B) each performance examination of the
25 program.

1 (b) WAIVER OF TRAINING PROHIBITED.—A Federal
2 law enforcement agency may not waive, abbreviate, delay,
3 or circumvent any requirement under subsection (a)—

4 (1) due to operational necessity, staffing short-
5 ages, emergency conditions or emergency declara-
6 tion, or surge capacity; or

7 (2) for a specific individual on the grounds that
8 the individual is employed as a Federal law enforce-
9 ment officer with another Federal agency or as a
10 law enforcement officer for a local, State, or Tribal
11 law enforcement agency.

12 (c) IN-SERVICE REQUIREMENTS.—After appointment
13 to a position as a Federal law enforcement officer, an indi-
14 vidual shall—

15 (1) undergo periodic or as-needed medical ex-
16 aminations and continue to meet the medical re-
17 quirements for the position;

18 (2) complete a biannual fitness test, if the indi-
19 vidual participates in at-large enforcement activities;

20 (3) submit to random drug testing;

21 (4) successfully pass background reinvestiga-
22 tions, including for domestic violence or failure to
23 provide child support, not less frequently than once
24 every 2 years; and

1 (5) successfully complete annual in-service
2 training regarding, at a minimum, legal updates and
3 the use of force.

4 (d) MINIMUM REQUIREMENT FOR INSTRUCTORS.—

5 An instructor may not deliver a program curriculum under
6 subsection (a) unless the instructor has successfully com-
7 pleted the Law Enforcement Instructor Training Pro-
8 gram.

9 (e) ENFORCEMENT AND COMPLIANCE.—

10 (1) UNAUTHORIZED STATUS.—Any law enforce-
11 ment action taken by a Federal law enforcement of-
12 ficer deployed in violation of this section shall be
13 deemed unauthorized for purposes of internal dis-
14 cipline and administrative review.

15 (2) AGENCY ACCOUNTABILITY.—The head of a
16 Federal law enforcement agency or an official of a
17 Federal law enforcement agency with supervisory au-
18 thority who knowingly authorizes deployment in vio-
19 lation of this section shall be subject to applicable
20 administrative discipline.

21 (3) ANNUAL CERTIFICATION.—Each Federal
22 law enforcement agency shall annually certify to
23 Congress that the agency has not employed any ac-
24 celerated or abbreviated basic training programs
25 prohibited by this section.

1 (4) VIOLATION OF TECHNICAL SKILLS AND
 2 ACADEMIC REQUIREMENTS.—If a Federal law en-
 3 forcement officer engages in a law enforcement ac-
 4 tion without having completed the training required
 5 under this section, subsequent completion of the
 6 training shall not retroactively cure the violation.

7 (f) DISHONESTY.—Any individual who, while receiv-
 8 ing training pursuant to this section, violates the Student
 9 Honor Code, including by cheating on or falsifying written
 10 examinations, graded practical exercises, or laboratory ex-
 11 ercises, shall be—

12 (1) expelled from training; and

13 (2) disqualified from appointment to a position
 14 as a Federal law enforcement officer or terminated
 15 from employment as a Federal law enforcement offi-
 16 cer, as applicable.

17 (g) RULE OF CONSTRUCTION.—Nothing in this sec-
 18 tion shall be construed to limit the authority of a Federal
 19 law enforcement agency to impose additional training re-
 20 quirements.

21 **SEC. 6. INELIGIBILITY BASED ON CERTAIN PRIOR CON-**
 22 **DUCT.**

23 (a) PROHIBITION ON APPOINTMENT.—Notwith-
 24 standing any other provision of law, an individual may not

1 be appointed or employed as a Federal law enforcement
2 officer if the individual has—

3 (1) been convicted in any court of competent ju-
4 risdiction of any offense involving—

5 (A) abuse of official position;

6 (B) interference with the lawful functions
7 of the government;

8 (C) seditious conspiracy;

9 (D) dishonesty, breach of trust, or inter-
10 ference with governmental operations; or

11 (E) falsification of records;

12 (2) knowingly or willfully engaged in acts or ac-
13 tivities designed to—

14 (A) overthrow the United States Govern-
15 ment;

16 (B) interfere with, impede, disrupt, or ob-
17 struct the lawful functions of the United States
18 Government, including by entering or remaining
19 in any facility of the legislative branch of the
20 United States Government;

21 (C) support the overthrow of the United
22 States Government or interfere with, impede,
23 disrupt, or obstruct its lawful functions; or

24 (D) harass or terrorize an individual
25 based, in whole or in part, on the individual's

1 race, religion, disability, sexual orientation, eth-
2 nicity, or gender;

3 (3) knowingly or willfully violated a Federal
4 ethics or integrity law; or

5 (4) been terminated from a State, local, or
6 Tribal law enforcement agency.

7 (b) EFFECT OF STATE OR LOCAL DISQUALIFICA-
8 TION.—Notwithstanding any other provision of law, an in-
9 dividual may not be appointed or employed as a Federal
10 law enforcement officer if the individual has been disquali-
11 fied from possessing a firearm or serving as a law enforce-
12 ment officer under State or local law.

13 (c) EFFECT OF PARDONS, EXPUNGEMENTS, AND
14 OTHER FORMS OF RELIEF.—

15 (1) PARDONS NOT A BASIS FOR ELIGIBILITY.—
16 Notwithstanding any other provision of law, in the
17 case of an individual convicted of an offense de-
18 scribed in subsection (a)(1), a presidential, guber-
19 natorial, or other executive pardon for the conviction
20 shall not affect the applicability of that subsection to
21 the individual.

22 (2) EXPUNGEMENT, SET-ASIDE, OR SEALING.—
23 In the case of an individual convicted of an offense
24 described in subsection (a)(1), an expungement,
25 sealing, set-aside, vacatur, or similar post-conviction

1 relief granted with respect to the conviction for rea-
2 sons other than a finding of factual innocence shall
3 not affect the applicability of that subsection to the
4 individual.

5 (3) CERTIFICATES OF REHABILITATION AND
6 SIMILAR RELIEF.—In the case of an individual con-
7 victed of an offense described in subsection (a)(1),
8 a certificate of rehabilitation, restoration of civil
9 rights, or comparable determination shall not affect
10 the applicability of that subsection to the individual.

11 (d) APPLICATION.—Any conviction, conduct, or dis-
12 qualification described in subsection (a) or (b), or the fail-
13 ure to disclose any such conviction, conduct, or disquali-
14 fication to the Federal law enforcement agency that seeks
15 to appoint or employs the individual as a Federal law en-
16 forcement officer, as applicable, shall render an individual
17 ineligible to be appointed or employed as a Federal law
18 enforcement officer regardless of when the conviction, con-
19 duct, or disqualification occurred.

20 (e) RULE OF CONSTRUCTION.—Nothing in this sec-
21 tion shall be construed to limit, supersede, or otherwise
22 affect any disqualification, suitability standard, or eligi-
23 bility requirement imposed by any other provision of law,
24 regulation, or agency policy applicable to Federal law en-
25 forcement officers.

1 **SEC. 7. INELIGIBILITY BASED ON DISCRIMINATORY CON-**
2 **DUCT.**

3 (a) PROHIBITION ON APPOINTMENT OR SERVICE
4 BASED ON PARTICIPATION IN OR MATERIAL SUPPORT
5 FOR CERTAIN GROUPS AND ORGANIZATIONS.—

6 (1) IN GENERAL.—Notwithstanding any other
7 provision of law, an individual may not be appointed
8 or employed as a Federal law enforcement officer if
9 the individual has participated in or provided mate-
10 rial support for the activities of—

11 (A) any white supremacist hate group;

12 (B) any organization the stated purpose of
13 which is the commission of acts of violence;

14 (C) any organization that has as a purpose
15 to overthrow or interfere with the Government
16 of the United States or the government of any
17 State, territory, district, or possession thereof;

18 (D) any organization that advocates the
19 commission of acts of force or violence to deny
20 other persons their rights under the Constitu-
21 tion of the United States;

22 (E) any organization that advocates ha-
23 tred, prejudice, or oppression of any person or
24 group based on the race, religion, disability,
25 sexual orientation, ethnicity, or gender of the

1 person or members of the group, respectively;
2 or

3 (F) any organization that would in any
4 way, under the constitution or regulations of
5 the organization, prevent or hinder the Federal
6 law enforcement officer from performing the
7 duties of the officer.

8 (2) COVERED CONDUCT.—For purposes of
9 paragraph (1), the term “participates in, or provides
10 material support for, the activities of”, with respect
11 to a group or organization described in that sub-
12 section, includes—

13 (A) participation in an event or activity of
14 the group or organization;

15 (B) providing financial or logistical support
16 to the group or organization;

17 (C) engaging in online activity to promote
18 hatred, discrimination, or violence espoused by
19 the group or organization against any person
20 based on the person’s race, religion, disability,
21 sexual orientation, ethnicity, or gender; or

22 (D) coordination with known members of
23 the group or organization to provide assistance
24 or support for the commission of acts of vio-
25 lence.

1 (b) PROHIBITED CONDUCT FOR FEDERAL LAW EN-
2 FORCEMENT OFFICERS.—Notwithstanding any other pro-
3 vision of law, a Federal law enforcement officer may not,
4 except as part of the official duties of the officer—

5 (1) fraternize or socialize with—

6 (A) persons actively engaged in criminal
7 conduct; or

8 (B) fugitives from justice; or

9 (2) join or affiliate with any organization that
10 compromises, discredits, prejudices, or otherwise
11 makes suspect the authority, integrity, or credibility
12 of the officer or the Federal law enforcement agency
13 that employs the officer.

14 (c) ENFORCEMENT BY AGENCIES.—

15 (1) APPLICANTS.—

16 (A) ENFORCEMENT.—If a Federal law en-
17 forcement agency determines, through a suit-
18 ability adjudication process that is consistent
19 with part 731 of title 5, Code of Federal Regu-
20 lations, or any successor regulation, including
21 applicable due process protections, that an indi-
22 vidual is ineligible to be appointed as a Federal
23 law enforcement officer under subsection (a),
24 the Federal law enforcement agency may not
25 appoint the individual.

1 (B) DUTY TO DISCLOSE.—An applicant for
2 employment as a Federal law enforcement offi-
3 cer with a Federal law enforcement agency shall
4 disclose to the agency, during the application
5 process, any participation in, or provision of
6 support for, a group or organization described
7 in subsection (a) that may disqualify the appli-
8 cant from eligibility for such employment under
9 that subsection.

10 (2) EMPLOYEES.—

11 (A) ENFORCEMENT.—If a Federal law en-
12 forcement agency determines that a Federal law
13 enforcement officer has engaged in conduct pro-
14 hibited under subsection (a) or (b), the agency
15 shall remove the officer through a process that
16 is consistent with section 7513 of title 5,
17 United States Code.

18 (B) DUTY TO DISCLOSE.—Not later than
19 30 days after the date of enactment of this Act,
20 a Federal law enforcement agency shall request
21 that each Federal law enforcement officer em-
22 ployed by the agency disclose to the agency, and
23 each such Federal law enforcement officer shall
24 disclose to the agency, any engagement in con-
25 duct prohibited under subsection (a) or (b) that

1 may disqualify the Federal law enforcement of-
2 ficer under that subsection from continued em-
3 ployment.

4 (d) FIRST AMENDMENT SAFEGUARDS.—Nothing in
5 this section shall be construed to prohibit activities pro-
6 tected by the First Amendment to the Constitution of the
7 United States.

8 **SEC. 8. DOCUMENTATION AND REPORTING REQUIRE-**
9 **MENTS.**

10 (a) DEFINITIONS.—In this section:

11 (1) COMMENDATIONS AND AWARDS.—The term
12 “commendation and awards” means actions by a
13 Federal law enforcement agency to recognize and re-
14 ward individual or team achievements of Federal law
15 enforcement officers that—

16 (A) contribute to meeting organizational
17 goals, or improving the efficiency or effective-
18 ness, of the Federal Government; or

19 (B) are otherwise in the public interest.

20 (2) COVERED CIVIL ACTION.—The term “cov-
21 ered civil action” means a civil action brought
22 against a Federal law enforcement officer or a State
23 or local law enforcement officer accusing the officer
24 of committing a wrongful act relating to the official
25 duties of the officer.

1 (3) CRIMINAL CONVICTION.—The term “crimi-
2 nal conviction”, with respect to an individual, means
3 a judgment or any other determination of guilt of
4 the individual for a criminal offense by a court of
5 competent jurisdiction, whether entered upon a ver-
6 dict or plea (including a plea of nolo contendere), for
7 any offense that occurred during the employment of
8 the individual as—

9 (A) a Federal law enforcement officer,
10 whether on-duty or off-duty; or

11 (B) a State or local law enforcement offi-
12 cer, whether on-duty or off-duty.

13 (4) DISCIPLINARY ACTION.—The term “discipli-
14 nary action” includes a removal, demotion, suspen-
15 sion, or reprimand of a Federal law enforcement of-
16 ficer based on a finding of serious misconduct.

17 (5) NATIONAL LAW ENFORCEMENT ACCOUNT-
18 ABILITY DATABASE; NLEAD.—The term “National
19 Law Enforcement Accountability Database” or
20 “NLEAD” means the centralized repository of offi-
21 cial records documenting instances of Federal, State,
22 or local law enforcement officer misconduct as well
23 as commendations and awards maintained by the
24 Justice Management Division of the Department of
25 Justice that was launched on December 18, 2023.

1 (6) RESIGNATION OR RETIREMENT WHILE
2 UNDER INVESTIGATION FOR SERIOUS MIS-
3 CONDUCT.—The term “resignation or retirement
4 while under investigation for serious misconduct”,
5 with respect to a Federal law enforcement officer,
6 means the officer resigned or retired after—

7 (A) being provided written notice of an in-
8 vestigation into potential serious misconduct by
9 the officer and the investigative process in-
10 cluded or would have included an opportunity
11 for the officer to be heard; or

12 (B) a finding of serious misconduct by the
13 law enforcement officer was made, regardless of
14 whether the officer was provided written notice
15 of the investigation.

16 (7) SERIOUS MISCONDUCT COMPLAINT.—The
17 term “serious misconduct complaint” means a com-
18 plaint alleging a criminal act, use of excessive force,
19 bias, discrimination, obstruction of justice, theft, or
20 sexual misconduct.

21 (8) SUSPENSION OF A LAW ENFORCEMENT OF-
22 FICER’S LAW ENFORCEMENT AUTHORITIES.—The
23 term “suspension of a law enforcement officer’s law
24 enforcement authorities” means the suspension of
25 the authority of a law enforcement officer to perform

1 law enforcement duties based upon a reassignment
2 or position change to a non-law enforcement officer
3 status.

4 (9) TERMINATION.—The term “termination”—

5 (A) means the involuntary separation of a
6 law enforcement officer from employment with
7 a Federal law enforcement agency or a State or
8 local law enforcement agency; and

9 (B) includes removal and dismissal.

10 (10) USE-OF-FORCE DATABASE.—The term
11 “Use-of-Force Database” means the National Use-
12 of-Force Data Collection of the Federal Bureau of
13 Investigation that collects nationwide data on law
14 enforcement use of force incidents that was formally
15 launched on January 1, 2019.

16 (11) USE OF FORCE INCIDENT.—The term “use
17 of force incident” means any incident in which a law
18 enforcement officer or other employee of a Federal
19 law enforcement agency uses force through the ap-
20 plication of a physical technique, a chemical agent,
21 or a weapon, including the discharge of a firearm.

22 (12) USE OF FORCE INCIDENT REPORT.—The
23 term “use of force incident report” means a report
24 made under subsection (b)(1) by a Federal law en-
25 forcement officer or other employee of a Federal law

1 enforcement agency who engaged in or observed a
2 use of force incident.

3 (b) FORCE INCIDENT REPORTING.—

4 (1) REPORTING REQUIREMENT.—

5 (A) IN GENERAL.—A Federal law enforce-
6 ment officer or other employee of a Federal law
7 enforcement agency who engages in or observes
8 a use of force incident shall report the use of
9 force incident to a direct supervisor, except as
10 provided in subparagraph (B), before finishing
11 the officer's or employee's tour of duty.

12 (B) OBSERVING USE OF FORCE BY SUPER-
13 VISOR.—For purposes of subparagraph (A), if a
14 Federal law enforcement officer or other em-
15 ployee of a Federal law enforcement agency ob-
16 serves a direct supervisor of the officer or em-
17 ployee engaging in a use of force incident, the
18 officer or other employee shall report the inci-
19 dent to the next higher-ranking official in the
20 chain of command.

21 (2) FAILURE TO REPORT.—If a Federal law en-
22 forcement officer or other employee of a Federal law
23 enforcement agency makes a deliberate material
24 omission, false statement, or inaccuracy in a use of
25 force incident report with the intent to mislead, the

1 Federal law enforcement agency employing the offi-
2 cer or employee shall subject the officer or other em-
3 ployee to appropriate discipline for failure to report
4 and lack of truthfulness, up to and including termi-
5 nation, in accordance with otherwise applicable law.

6 (3) FORCE INCIDENT DOCUMENTATION.—For
7 purposes of paragraph (1), the head of a Federal
8 law enforcement agency shall—

9 (A) establish a process for Federal law en-
10 forcement officers and other employees of the
11 agency to document all use of force incidents
12 and provide training on the requirements for
13 use of force incident reporting;

14 (B) ensure that each use of force incident
15 report is reviewed by a supervisor who is not
16 the officer or other employee who engaged in
17 the incident;

18 (C) provide training for all employees who
19 exercise supervisory authority over Federal law
20 enforcement officers or other employees on re-
21 viewing and auditing use of force incident re-
22 ports; and

23 (D) designate an employee of the agency to
24 be responsible for submitting responsive use of

1 force incident data to the Use-of-Force Data-
2 base.

3 (4) MANDATORY REPORTING BY FEDERAL LAW
4 ENFORCEMENT AGENCIES.—

5 (A) INITIAL REPORT.—Not later than 30
6 days after the date of enactment of this Act,
7 the head of a Federal law enforcement agency
8 shall submit to the Use-of-Force Database the
9 incident, subject, and officer or other employee
10 information collected by the Database for each
11 use of force incident engaged in by a Federal
12 law enforcement officer or other employee of
13 the agency for the period beginning on January
14 1, 2025, and ending on such date of enactment.

15 (B) MONTHLY REPORTS.—After submit-
16 ting the initial information under subparagraph
17 (A), the head of a Federal law enforcement
18 agency shall submit to the Use-of-Force Data-
19 base the information required under that sub-
20 paragraph on a monthly basis.

21 (5) INTERNAL AUDIT.—

22 (A) IN GENERAL.—The Office of Profes-
23 sional Responsibility of the Department of Jus-
24 tice shall—

1 (i) conduct periodic reviews of records
2 submitted to the Use-of-Force Database
3 under paragraph (4) to assess—

4 (I) compliance with this sub-
5 section; and

6 (II) evidence of violations of—

7 (aa) the Constitution of the
8 United States; or

9 (bb) a policy of a Federal
10 law enforcement agency; and

11 (ii) submit an annual report to Con-
12 gress detailing findings, trends, and rec-
13 ommendations resulting from the reviews
14 conducted under clause (i).

15 (B) PUBLIC INFORMATION.—Not later
16 than 30 days after submitting a report to Con-
17 gress under subparagraph (A)(i), the Office of
18 Professional Responsibility of the Department
19 of Justice shall make the full text of the report
20 publicly available on a website.

21 (c) REESTABLISHMENT AND MAINTENANCE OF THE
22 NATIONAL LAW ENFORCEMENT ACCOUNTABILITY DATA-
23 BASE.—

24 (1) REESTABLISHMENT.—Not later than 30
25 days after the date of enactment of this Act, the At-

1 torney General shall reestablish, and thereafter the
2 Attorney General shall maintain and operate, the
3 National Law Enforcement Accountability Database
4 as a centralized Federal database for law enforce-
5 ment accountability and suitability determinations.

6 (2) REQUIRED CONTENT.—At a minimum,
7 NLEAD shall include records relating to—

8 (A) terminations, removals, resignations,
9 or retirements while under investigation;

10 (B) sustained findings of misconduct, in-
11 cluding—

12 (i) excessive or unlawful use of force;

13 (ii) dishonesty, false statements, or
14 falsification of records;

15 (iii) civil rights violations;

16 (iv) failure to intervene; or

17 (v) failure to render required medical
18 aid;

19 (C) revocations of a certificate or license
20 related to officer misconduct;

21 (D) covered civil actions, including the dis-
22 positions thereof;

23 (E) criminal convictions or guilty pleas re-
24 lated to law enforcement duties or crimes of vi-
25 olence, including domestic violence;

1 (F) commendations and awards; and

2 (G) other substantiated misconduct deter-
3 mined by the Attorney General to be relevant to
4 suitability for service as a law enforcement offi-
5 cer.

6 (3) MANDATORY REPORTING BY FEDERAL LAW
7 ENFORCEMENT AGENCIES.—

8 (A) REPORTING REQUIREMENT.—Each
9 quarter, a Federal law enforcement agency shall
10 submit to NLEAD—

11 (i) in a standardized manner, all in-
12 formation required under paragraph (2)
13 with respect to any Federal law enforce-
14 ment officer employed by the agency who
15 has a record described in that paragraph;
16 or

17 (ii) if there are no applicable records
18 for the quarter, a statement that the agen-
19 cy has no records for submission.

20 (B) CERTIFICATION.—The head of each
21 Federal law enforcement agency shall annually
22 submit to the Attorney General and to Congress
23 a certification indicating whether all required
24 information submitted to NLEAD by the Fed-

1 eral law enforcement agency is accurate, com-
2 plete, and current.

3 (C) REPORTING PROCESS.—The head of
4 each Federal law enforcement agency shall—

5 (i) establish a process for the Federal
6 law enforcement agency to—

7 (I) collect and report to NLEAD
8 all information required under para-
9 graph (2); and

10 (II) provide training on the re-
11 porting requirement under subpara-
12 graph (A) of this paragraph; and

13 (ii) designate an employee of the
14 agency, who may be in a position in the
15 Senior Executive Service, to be responsible
16 for submitting the information required
17 under paragraph (2) to NLEAD.

18 (D) FAILURE TO REPORT.—If a Federal
19 law enforcement agency fails to submit informa-
20 tion as required under subparagraph (A), in-
21 cluding by submitting incomplete, inaccurate,
22 unintelligible, misleading, or nonresponsive
23 data—

24 (i) not later than 30 days after receiv-
25 ing notification of that failure from the At-

1 torney General, the head of the agency
 2 shall submit the information to NLEAD;
 3 and

4 (ii) that failure shall constitute non-
 5 compliance with this Act that may result
 6 in administrative discipline under other-
 7 wise applicable law for the employee of the
 8 agency designated under subparagraph
 9 (C)(ii).

10 (4) MANDATORY DATABASE CHECKS FOR FED-
 11 ERAL LAW ENFORCEMENT APPLICANTS.—

12 (A) PRE-APPOINTMENT REQUIREMENT.—

13 No individual may be appointed, conditionally
 14 appointed, provisionally appointed, transferred
 15 to a position as, or otherwise employed as a
 16 Federal law enforcement officer by a Federal
 17 law enforcement agency unless the agency
 18 has—

19 (i) conducted a query of NLEAD with
 20 respect to the individual; and

21 (ii) reviewed and adjudicated the re-
 22 sults of that query as part of making a
 23 suitability determination with respect to
 24 the individual.

1 (B) TIMING.—The query of NLEAD re-
2 quired under subparagraph (A)(i) shall be con-
3 ducted before—

- 4 (i) final selection or appointment;
5 (ii) issuance of credentials or fire-
6 arms;
7 (iii) entry into basic training; or
8 (iv) the exercise of any law enforce-
9 ment authority.

10 (C) NO SUBSTITUTE.—A background in-
11 vestigation, reference check, self-disclosure, or
12 other screening mechanism may not be used as
13 a substitute for the query of NLEAD required
14 under subparagraph (A)(i).

15 (5) DATABASE CHECKS FOR EMPLOYED OFFI-
16 CERS.—Each Federal law enforcement agency shall
17 conduct an NLEAD query—

18 (A) before a Federal law enforcement offi-
19 cer is transferred to the Federal law enforce-
20 ment agency from another Federal law enforce-
21 ment agency, including on detail or temporary
22 assignment; and

23 (B) biannually for any Federal law en-
24 forcement officer serving in a sensitive, super-
25 visory, or high-risk assignment.

1 (6) USE LIMITATIONS AND SAFEGUARDS.—

2 (A) AUTHORIZED USE.—Information con-
3 tained in NLEAD may be used solely for pur-
4 poses of hiring, retention, promotion, training,
5 discipline, or suitability determinations with re-
6 spect to law enforcement officers.

7 (B) ATTORNEY GENERAL RESPONSIBIL-
8 ITIES.—The Attorney General shall—

9 (i) conduct regular periodic compli-
10 ance reviews to ensure the accuracy and
11 reliability of records included in NLEAD;

12 (ii) direct any Federal law enforce-
13 ment agency that submits incomplete, inac-
14 curate, unintelligible, misleading, or non-
15 responsive data to NLEAD to revise and
16 resubmit the data;

17 (iii) provide notice and an opportunity
18 to respond to individuals whose records are
19 included in NLEAD, consistent with appli-
20 cable due process protections; and

21 (iv) prevent unauthorized access to or
22 disclosure of records included in NLEAD.

23 (7) ACCESS.—

24 (A) AUTHORIZED USERS.—The Attorney
25 General shall ensure that NLEAD is accessible

1 only to authorized users to help determine suit-
2 ability and eligibility of candidates for law en-
3 forcement positions.

4 (B) STATE, LOCAL, AND TRIBAL GOVERN-
5 MENTS.—The Attorney General shall ensure
6 that a State, local, or Tribal agency can access
7 NLEAD to query the record of an applicant for
8 a position as a law enforcement officer.

9 (C) PUBLIC REPORTING.—The Attorney
10 General shall publish annually a public report
11 containing aggregated and anonymized data
12 from NLEAD to maintain transparency and ac-
13 countability.

14 (D) INVOLVED INDIVIDUALS.—If an indi-
15 vidual is involved in an encounter with a Fed-
16 eral law enforcement officer that results in loss
17 of property, physical injury, or death, the Attor-
18 ney General, upon request from the individual
19 or a family member of the individual in the case
20 of death or incapacitation, shall provide infor-
21 mation or documents from NLEAD related to
22 the Federal law enforcement officer involved in
23 the encounter.

24 (8) FEDERAL LAW ENFORCEMENT OFFICER
25 PROTECTIONS.—An individual who is a current or

1 former Federal law enforcement officer or State or
 2 local law enforcement officer, or counsel or another
 3 designated representative for such an individual,
 4 may—

5 (A) access and review personal information
 6 in NLEAD pertaining to that individual;

7 (B) provide additional information or docu-
 8 ments or a personal statement to a Federal law
 9 enforcement agency that submitted information
 10 or documents relating to the individual to
 11 NLEAD, which shall be retained as part of the
 12 individual’s employment information; or

13 (C) present evidence to and petition the
 14 head of the Federal law enforcement agency de-
 15 scribed in subparagraph (B) to amend, supple-
 16 ment, or remove information from NLEAD.

17 (9) PRIVACY PROTECTIONS.—Nothing in this
 18 subsection shall be construed to supersede the re-
 19 quirements or limitations under section 552a of title
 20 5, United States Code (commonly known as the
 21 “Privacy Act of 1974”).

22 **SEC. 9. OFFICER RELIEF; STATE ATTORNEY GENERAL EN-**
 23 **FORCEMENT.**

24 (a) FEDERAL LAW ENFORCEMENT OFFICERS RIGHT
 25 TO RELIEF.—A Federal law enforcement officer may

1 bring a civil action in an appropriate district court of the
2 United States against the Federal law enforcement agency
3 that employs the officer for declaratory or injunctive relief
4 if the Federal law enforcement agency assigns the officer
5 to work with or under the command of an individual ap-
6 pointed or deployed as a Federal law enforcement officer
7 in violation of this Act.

8 (b) STATE ATTORNEY GENERAL ENFORCEMENT AU-
9 THORITY.—

10 (1) AUTHORIZATION.—If the attorney general
11 of a State has reasonable cause to believe that a
12 Federal law enforcement agency has engaged in a
13 pattern or practice of violations of this Act that
14 poses an imminent and substantial risk to public
15 safety or constitutional rights within the State, the
16 attorney general of the State may bring a civil ac-
17 tion on behalf of the residents of the State against
18 the Federal law enforcement agency in the United
19 States District Court for the District of Columbia.

20 (2) RELIEF.—In a civil action brought under
21 paragraph (1) relief shall be limited to declaratory
22 relief and prospective injunctive relief necessary to
23 compel compliance.

24 (3) NOTICE AND OPPORTUNITY TO CURE.—Not
25 later than 30 days before bringing a civil action

1 against a Federal law enforcement agency under
2 paragraph (1), the attorney general of a State shall
3 provide written notice to the head of the Federal law
4 enforcement agency, the Attorney General, and the
5 relevant inspector general describing the alleged vio-
6 lations and factual basis, unless the attorney general
7 of the State certifies that delay in filing the civil ac-
8 tion would result in irreparable harm to public safe-
9 ty.

10 **SEC. 10. RECENTLY HIRED OFFICERS.**

11 (a) DEFINITION OF RECENTLY APPOINTED OFFI-
12 CER.—In this section, the term “recently appointed offi-
13 cer” means a Federal law enforcement officer who was
14 appointed during the period beginning on January 20,
15 2025, and ending on the day before the effective date of
16 this Act.

17 (b) TEMPORARY REMOVAL FROM LAW ENFORCE-
18 MENT DUTIES.—

19 (1) CERTIFICATION.—Not later than 30 days
20 after the effective date of this Act, each Federal law
21 enforcement agency that appointed a recently ap-
22 pointed officer shall certify that the recently ap-
23 pointed officer has met the requirements under sec-
24 tions 4 and 5.

1 (2) OFFICERS NOT CERTIFIED.—In the case of
2 a recently appointed officer who is not certified in
3 accordance with paragraph (1), the Federal law en-
4 forcement agency employing the officer shall remove
5 the officer from law enforcement duties and place
6 the officer in administrative status or on paid leave
7 for the period beginning on the day after the dead-
8 line under paragraph (1) and ending on the date on
9 which the officer meets the requirements under sec-
10 tions 4 and 5.

11 (c) MANDATORY COMPLIANCE.—A Federal law en-
12 forcement agency shall require a recently appointed offi-
13 cer, as a condition of continued employment in a law en-
14 forcement capacity, to—

15 (1) not later than 180 days after the date of
16 enactment of this Act, meet the requirements under
17 section 4; and

18 (2) not later than 1 year after the date of en-
19 actment of this Act, to meet the requirements under
20 section 5.

21 (d) FAILURE TO CERTIFY.—In the case of a recently
22 appointed officer who fails to meet the requirements under
23 section 4 or 5 by the applicable date specified under sub-
24 section (c) of this section, the Federal law enforcement
25 agency employing the officer shall—

1 (1) permanently remove the officer from law en-
2 forcement duties; and

3 (2) subject the officer to separation from Fed-
4 eral service in accordance with applicable civil serv-
5 ice laws.

6 **SEC. 11. HIRING FREEZE.**

7 (a) DEFINITIONS.—In this section:

8 (1) BASELINE NUMBER.—The term “baseline
9 number” means the number of immigration enforce-
10 ment officers on the date of the enactment of this
11 Act.

12 (2) IMMIGRATION ENFORCEMENT OFFICER.—
13 The term “immigration enforcement officer” means
14 a Federal law enforcement officer who is employed
15 by U.S. Immigration and Customs Enforcement as
16 a special agent (criminal investigator), deportation
17 officer, or detention and deportation officer.

18 (3) OTHER FEDERAL LAW ENFORCEMENT
19 AGENCY.—The term “other Federal law enforcement
20 agency” means any Federal law enforcement agency
21 other than U.S. Immigration and Customs Enforce-
22 ment.

23 (b) GENERAL PROHIBITIONS.—Notwithstanding any
24 other provision of law—

1 (1) the Secretary of Homeland Security may
2 not increase the number of immigration enforcement
3 officers beyond the baseline number; and

4 (2) the annual rate of basic pay of an immigra-
5 tion enforcement officer may not be increased be-
6 yond the rate in effect on the date of the enactment
7 of this Act.

8 (c) PROHIBITION ON HIRING BONUSES.—The Sec-
9 retary of Homeland Security may not offer or provide a
10 bonus of any amount to—

11 (1) an applicant for a Federal law enforcement
12 officer position or other employment with a Federal
13 law enforcement agency; or

14 (2) a newly hired or appointed Federal law en-
15 forcement officer or other employee of a Federal law
16 enforcement agency.

17 (d) PROHIBITION ON AUGMENTATION.—The Sec-
18 retary of Homeland Security may not augment, increase,
19 or otherwise offset the baseline number of immigration en-
20 forcement officers through the reassignment, detail, trans-
21 fer, or use of Federal law enforcement officers from other
22 Federal law enforcement agencies to perform the duties
23 of immigration enforcement officers.

24 (e) VACANCIES.—Notwithstanding the baseline num-
25 ber, the Secretary of Homeland Security may not hire any

1 immigration enforcement officers to fill vacancies arising
2 from retirement, termination, resignation, or other separa-
3 tion occurring on or after the date of the enactment of
4 this Act.

5 (f) TERM.—The prohibitions under subsections (b),
6 (d), and (e) shall remain in effect until the Secretary of
7 Homeland Security certifies to Congress that each Federal
8 law enforcement officer employed by U.S. Immigration
9 and Customs Enforcement as of the date of enactment of
10 this Act has satisfied the hiring standards set forth in sec-
11 tion 4 and the training standards set forth in section 5.

12 (g) CERTIFICATION.—The Secretary of Homeland
13 Security shall submit monthly to the Government Ac-
14 countability Office a certification of compliance with the
15 requirements of this section for review.

16 **SEC. 12. AGENCY ACCREDITATION.**

17 (a) INITIAL ACCREDITATION.—Not later than 1 year
18 after the date of enactment of this Act, each Federal law
19 enforcement agency shall obtain the Advanced Law En-
20 forcement Accreditation granted by the Commission on
21 Accreditation for Law Enforcement Agencies (in this sec-
22 tion referred to as “CALEA”).

23 (b) REACCREDITATION.—A Federal law enforcement
24 agency that obtains accreditation under subsection (a)
25 shall maintain the accreditation through continuous re-

1 accreditation every 4 years thereafter, in accordance with
2 CALEA standards and procedures.

3 (c) CERTIFICATION.—Each Federal law enforcement
4 agency shall certify to the inspector general of the agency
5 compliance with—

6 (1) subsection (a) not later than 1 year after
7 the date of enactment of this Act; and

8 (2) subsection (b) every 4 years thereafter.

9 **SEC. 13. ENFORCEMENT; PENALTIES; OVERSIGHT.**

10 (a) ENFORCEMENT AUTHORITIES.—

11 (1) COMPLIANCE.—Compliance with this Act
12 shall be considered and enforced, and personnel ac-
13 tions for violations of this Act shall be taken, in ac-
14 cordance with otherwise applicable law relating to
15 performance appraisal, discipline, suspension, re-
16 moval, and supervisory accountability.

17 (2) AGENCY HEAD RESPONSIBILITY.—The head
18 of each Federal law enforcement agency—

19 (A) shall be responsible for compliance
20 with this Act and may not delegate that respon-
21 sibility in a manner that diminishes account-
22 ability; and

23 (B) not later than 60 days after the date
24 of enactment of this Act, shall assess and revise
25 the policies and procedures of the Federal law

1 enforcement agency as necessary to comply with
2 this Act.

3 (b) CIVIL SERVICE PENALTIES FOR NONCOMPLI-
4 ANCE.—

5 (1) IN GENERAL.—Any appointment of an indi-
6 vidual to a position as a Federal law enforcement of-
7 ficer made in violation of this Act shall be deemed
8 invalid and the Federal law enforcement agency that
9 appointed the individual, upon discovering the viola-
10 tion, shall immediately remove the individual from
11 law enforcement duties.

12 (2) SUPERVISORS.—Any employee who exer-
13 cises supervisory, policy, or operational authority
14 over the hiring, training, deployment, or oversight of
15 1 or more Federal law enforcement officers who
16 knowingly authorizes an appointment in violation of
17 this Act, approves or utilizes training prohibited by
18 this Act, or makes a false certification required by
19 this Act shall be subject to personnel actions in ac-
20 cordance with otherwise applicable law relating to
21 performance appraisal, discipline, suspension, re-
22 moval, and supervisory accountability.

23 (3) SENIOR EXECUTIVE ACCOUNTABILITY.—

24 (A) PERFORMANCE PLAN.—

1 (i) IN GENERAL.—Each employee in a
2 position in the Senior Executive Service
3 who exercises supervisory, policy, or oper-
4 ational authority over the hiring, training,
5 deployment, or oversight of 1 or more Fed-
6 eral law enforcement officers shall have in-
7 corporated into the annual performance
8 plan of the employee a critical element as-
9 sessing compliance with this Act, including
10 the prohibition on accelerated training and
11 provisional appointments.

12 (ii) CERTIFICATION.—The head of a
13 Federal law enforcement agency shall an-
14 nually submit to the Office of Personnel
15 Management and to Congress a certifi-
16 cation indicating whether the performance
17 plan of each employee of the Federal law
18 enforcement agency in a position in the
19 Senior Executive Service who exercises su-
20 pervisory, policy, or operational authority
21 over the hiring, training, deployment, or
22 oversight of 1 or more Federal law enforce-
23 ment officers includes the critical element
24 assessing compliance with this Act that is
25 required under clause (i).

1 (B) CONSEQUENCES FOR VIOLATIONS.—

2 (i) VIOLATIONS GENERALLY.—A vio-
3 lation of this Act by an employee in a posi-
4 tion in the Senior Executive Service shall
5 constitute unsatisfactory performance and
6 render the employee ineligible for a per-
7 formance award or bonus for the applicable
8 performance cycle.

9 (ii) KNOWING VIOLATIONS.—A know-
10 ing violation of this Act by an employee in
11 a position in the Senior Executive Service
12 shall constitute neglect of duty and shall
13 result in reassignment, reduction in pay, or
14 removal from the Senior Executive Service
15 consistent with otherwise applicable law re-
16 lating to reassignment, reduction in pay, or
17 removal.

18 (c) OPERATIONAL CONSEQUENCES.—A Federal law
19 enforcement officer who is employed in violation of this
20 Act shall be deemed to not be authorized to exercise law
21 enforcement authority for purposes of internal agency re-
22 view, discipline, credentialing, or training equivalency de-
23 terminations.

24 (d) FUNDING.—

1 (1) CONDITION ON AVAILABILITY OF FUNDS.—

2 No funds appropriated or otherwise made available
3 to a Federal law enforcement agency may be used
4 to—

5 (A) operate, contract for, or deliver an ac-
6 celerated or abbreviated basic training program
7 that does not meet the requirements of this Act;
8 or

9 (B) deploy any Federal law enforcement
10 officer who has not completed all training re-
11 quired under this Act.

12 (2) CORRECTIVE WITHHOLDING.—If an inspec-
13 tor general determines that a Federal law enforce-
14 ment agency is not in full compliance with this Act,
15 the Federal law enforcement agency may not obli-
16 gate funds to appoint or deploy a Federal law en-
17 forcement officer until the Director of the Office of
18 Management and Budget determines that the Fed-
19 eral law enforcement agency is in compliance with
20 this Act.

21 (e) INSPECTOR GENERAL OVERSIGHT.—The inspec-
22 tor general of each Federal law enforcement agency
23 shall—

1 (1) periodically review compliance with this Act,
2 including hiring timelines, training duration and
3 content, and deployment practices; and

4 (2) if the inspector general determines the Fed-
5 eral law enforcement agency is not in compliance
6 with this Act, submit a report regarding the deter-
7 mination to—

8 (A) the head of the Federal law enforce-
9 ment agency;

10 (B) the Attorney General or Secretary of
11 Homeland Security, as applicable;

12 (C) the Director of the Office of Manage-
13 ment and Budget;

14 (D) the Committee on the Judiciary and
15 the Committee on Appropriations of the Senate;
16 and

17 (E) the Committee on the Judiciary and
18 the Committee on Appropriations of the House
19 of Representatives.

20 **SEC. 14. RULES OF CONSTRUCTION.**

21 (a) NO RETROACTIVE PUNISHMENT.—The applica-
22 tion of this Act to prior conduct or convictions of an indi-
23 vidual shall not be construed as retroactive punishment,
24 but solely as a determination of the present suitability of

1 the individual for a position as a Federal law enforcement
2 officer.

3 (b) OTHER RULES OF CONSTRUCTION.—Nothing in
4 this Act shall be construed to—

5 (1) limit the legal effect of a pardon for pur-
6 poses other than eligibility for employment as a Fed-
7 eral law enforcement officer;

8 (2) impose additional criminal penalties on an
9 individual adjudicated ineligible for employment as a
10 Federal law enforcement officer;

11 (3) create a private right of action; or

12 (4) limit the authority of a Federal law enforce-
13 ment agency to impose hiring standards for Federal
14 law enforcement officers in addition to the hiring
15 standards required under this Act.

16 **SEC. 15. NO ADDITIONAL FUNDS.**

17 No additional funds are authorized to be appro-
18 priated to carry out this Act.

19 **SEC. 16. SEVERABILITY.**

20 If any provision of this Act, or the application of such
21 provision to any person or circumstance, is held invalid,
22 the remainder of this Act, and the application of the provi-
23 sion to any other person or circumstance, shall not be af-
24 fected.

1 **SEC. 17. EFFECTIVE DATE.**

2 This Act shall take effect on the date that is 30 days
3 after the date of enactment of this Act, except that the
4 Secretary of Homeland Security, the Attorney General,
5 and the head of any other Federal law enforcement agency
6 may take such actions prior to the effective date as are
7 necessary to implement this Act.

○