119TH CONGRESS
2D SESSION

S. _____

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

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

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.

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

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

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

(b) TABLE OF CONTENTS.—The table of contents for 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.

SEC. 2. FINDINGS.

Congress finds the following:

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

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

(3) Conduct by a Federal law enforcement officer that violates constitutional guarantees, reflects bias or dishonesty, or would cause a reasonable person to doubt the officer's fitness for duty under-

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

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

(5) Use of force by Federal law enforcement officers must be objectively reasonable, necessary, and proportional to the threat presented.

(6) Federal law enforcement officers who use excessive force pose a danger to the safety of the public and other officers and must be held accountable and removed from service.

(7) Congress has a compelling interest in ensuring that Federal law enforcement academic and skills training reflects best practices in modern policing, constitutional standards, and the protection of life.

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

(9) Attenuated hiring practices that prioritize expediency over preparation increase the risk that officers will be deployed without sufficient instruction in constitutional standards, use-of-force principles, and decision-making under stress and increase the likelihood of constitutional violations or harm to civilians or officers.

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

(11) Failures in eligibility and training standards represent an institutional breakdown that compromises public safety and violates the Federal Government's duty to enforce the law in a manner consistent with the Constitution.

(12) Exclusion of an individual from employment as a Federal law enforcement officer based on a demonstrated lack of fitness or breach of trust is rationally related to protecting the public, fellow Federal law enforcement officers, and constitutional governance.

SEC. 3. DEFINITIONS.

In this Act:

(1) FEDERAL LAW ENFORCEMENT AGENCY.—The term ''Federal law enforcement agency'' means any Executive agency (as defined in section 105 of title 5, United States Code) authorized by law to engage in the prevention, detection, investigation, or prosecution of any violation of criminal law or immigration law.

(2) FEDERAL LAW ENFORCEMENT OFFICER.—The term ''Federal law enforcement officer'' means any officer, agent, or employee of the United States authorized by law or by a Government agency to engage in or supervise the prevention, detection, investigation, or prosecution of any violation of Federal civil or criminal law.

(3) FLETA.—The term ''FLETA'' means the Federal Law Enforcement Training Accreditation Board, or any successor accreditation authority recognized by the Federal Government.

(4) FLETC.—The term ''FLETC'' means the Federal Law Enforcement Training Centers.

(5) LAW ENFORCEMENT INSTRUCTOR TRAINING PROGRAM.—The term ''Law Enforcement Instructor Training Program'' means the 10-day FLETC program consisting of 76 hours of instruction, as accredited by FLETA in May 2025, that provides

training in law enforcement instructional skills focused on delivery of an approved curriculum.

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

(7) STUDENT HONOR CODE.—The term ''Student Honor Code'' means the policies related to personal conduct, integrity, dishonesty, and social responsibility as outlined in FLETC Directive 67–35.C, ''Student Misconduct''.

(8) UNIFORMED POLICE TRAINING PROGRAM.—The term ''Uniformed Police Training Program'' means the basic 64-instructional-day training program consisting of 527 total course hours, as accredited by FLETA in May 2025, that is designed to provide entry-level Federal law enforcement officers with foundational knowledge, skills, and abilities necessary to perform law enforcement duties in a constitutional, professional, and safe manner.

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

peak performance for law enforcement, environmental influence of de-escalation and decision-making, post-incident procedures, and student-centered instructor development.

SEC. 4. MINIMUM ELIGIBILITY STANDARDS FOR FEDERAL LAW ENFORCEMENT OFFICERS.

(a) PURPOSE.—The purpose of this section is to ensure that individuals entrusted with Federal law enforcement authority meet rigorous, uniform eligibility standards that promote professionalism, protect public safety, safeguard fellow officers, and ensure faithful enforcement of the Constitution of the United States.

(b) MINIMUM ELIGIBILITY REQUIREMENTS.—An individual may not be appointed to a position as a Federal law enforcement officer unless the following conditions are met:

(1) CITIZENSHIP AND LEGAL STATUS.—The individual—

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

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

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

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

(B) meets the minimum standards established by the Guidance for the Medical Evaluation of Law Enforcement Officers issued by the American College of Occupational and Environmental Medicine that are necessary to safely and effectively perform law enforcement duties, including standards for vision, hearing, and mobility; and

(C) passes a pre-employment physical fitness assessment immediately prior to appointment.

(3) DRUG-FREE WORKPLACE.—The individual—

(A) passes a pre-employment drug screening; and

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

(4) BACKGROUND AND SUITABILITY.—The individual—

(A) successfully completes a Single Scope Background Investigation (commonly known as an ''SSBI'') or successor background investigation;

(B) agrees to periodic background reinvestigations; and

(C) demonstrates suitability, integrity, and reliability consistent with Federal law enforcement standards.

(5) FIREARMS AND DUTY READINESS.—The individual—

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

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

(6) PROFESSIONAL OBLIGATIONS.—The individual—

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

(B) agrees to comply with ethical standards, appearance standards, and conduct requirements applicable to Federal law enforcement officers.

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

(d) EDUCATION AND EXPERIENCE QUALIFICATIONS.—

(1) IN GENERAL.—

(A) IN GENERAL.—An individual may not be appointed to a position as a Federal law enforcement officer unless the individual has, at a minimum—

(i) a bachelor's degree; or

(ii) a high school diploma or general educational development (commonly known as ''GED'') certificate and not less than 4 years of general experience.

(B) GENERAL EXPERIENCE.—For purposes of subparagraph (A)(ii), the term ''general experience''—

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

(ii) includes experience in administrative, clerical, technical, or military work that involves—

(I) protecting property, equipment, data, or materials; or

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

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

(A) accredited by an agency or association recognized by the Secretary of Education pursuant to section 496 of the Higher Education Act of 1965 (20 U.S.C. 1099b); or

(B) in a foreign country that has been determined by the Secretary of Education to be equivalent to an institution of higher education described in subparagraph (A).

(e) ONLINE PRESENCE.—As part of the evaluation and suitability assessment of an individual for appointment to a position as a Federal law enforcement officer, a Federal law enforcement agency shall review the online presence of the individual for information that demonstrates—

(1) a lack of integrity and ethical judgment;

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

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

SEC. 5. TECHNICAL SKILLS AND ACADEMIC REQUIREMENTS FOR FEDERAL LAW ENFORCEMENT OFFICERS.

(a) REQUIREMENTS.—

(1) MANDATORY COMPLETION.—No individual may be deployed, assigned to duty, or exercise law enforcement authority as a Federal law enforcement officer, including on a temporary basis, or be armed, make arrests, conduct searches or seizures, participate in crowd control or enforcement operations, or otherwise perform law enforcement duties in a Federal capacity, unless such individual has successfully completed—

(A) the Uniformed Police Training Program; and

(B) the Use of Force Training Program.

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

(A) the 584-hour Basic Immigration Enforcement Training Program described in the

syllabus of the Training Management Division of Enforcement and Removal Operations in effect in July 2025; and

(B) the 5-week Spanish Language Training Program conducted by Enforcement and Removal Operations.

(3) NONDUPLICATION.—If any individual course or training module appears in the curriculum of more than one of the programs required under paragraphs (1) and (2), an individual who has taken the course or module through one of the programs shall not be required to take the same course or module through any other such program if the individual provides certification of completion of the course or module to the administrator of the other program.

(4) COMPLETION REQUIREMENTS.—An individual shall be considered to have completed a training program required under paragraph (1) or (2) only upon passage, with a score of 80 percent or higher, of—

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

(B) each performance examination of the program.

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

(1) due to operational necessity, staffing shortages, emergency conditions or emergency declaration, or surge capacity; or

(2) for a specific individual on the grounds that the individual is employed as a Federal law enforcement officer with another Federal agency or as a law enforcement officer for a local, State, or Tribal law enforcement agency.

(c) IN-SERVICE REQUIREMENTS.—After appointment to a position as a Federal law enforcement officer, an individual shall—

(1) undergo periodic or as-needed medical examinations and continue to meet the medical requirements for the position;

(2) complete a biannual fitness test, if the individual participates in at-large enforcement activities;

(3) submit to random drug testing;

(4) successfully pass background reinvestigations, including for domestic violence or failure to provide child support, not less frequently than once every 2 years; and

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

(d) MINIMUM REQUIREMENT FOR INSTRUCTORS.—An instructor may not deliver a program curriculum under subsection (a) unless the instructor has successfully completed the Law Enforcement Instructor Training Program.

(e) ENFORCEMENT AND COMPLIANCE.—

(1) UNAUTHORIZED STATUS.—Any law enforcement action taken by a Federal law enforcement officer deployed in violation of this section shall be deemed unauthorized for purposes of internal discipline and administrative review.

(2) AGENCY ACCOUNTABILITY.—The head of a Federal law enforcement agency or an official of a Federal law enforcement agency with supervisory authority who knowingly authorizes deployment in violation of this section shall be subject to applicable administrative discipline.

(3) ANNUAL CERTIFICATION.—Each Federal law enforcement agency shall annually certify to Congress that the agency has not employed any accelerated or abbreviated basic training programs prohibited by this section.

(4) VIOLATION OF TECHNICAL SKILLS AND ACADEMIC REQUIREMENTS.—If a Federal law enforcement officer engages in a law enforcement action without having completed the training required under this section, subsequent completion of the training shall not retroactively cure the violation.

(f) DISHONESTY.—Any individual who, while receiving training pursuant to this section, violates the Student Honor Code, including by cheating on or falsifying written examinations, graded practical exercises, or laboratory exercises, shall be—

(1) expelled from training; and

(2) disqualified from appointment to a position as a Federal law enforcement officer or terminated from employment as a Federal law enforcement officer, as applicable.

(g) RULE OF CONSTRUCTION.—Nothing in this section shall be construed to limit the authority of a Federal law enforcement agency to impose additional training requirements.

SEC. 6. INELIGIBILITY BASED ON CERTAIN PRIOR CONDUCT.

(a) PROHIBITION ON APPOINTMENT.—Notwithstanding any other provision of law, an individual may not

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

(1) been convicted in any court of competent jurisdiction of any offense involving—

(A) abuse of official position;

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

(C) seditious conspiracy;

(D) dishonesty, breach of trust, or interference with governmental operations; or

(E) falsification of records;

(2) knowingly or willfully engaged in acts or activities designed to—

(A) overthrow the United States Government;

(B) interfere with, impede, disrupt, or obstruct the lawful functions of the United States Government, including by entering or remaining in any facility of the legislative branch of the United States Government;

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

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

race, religion, disability, sexual orientation, ethnicity, or gender

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

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

(b) EFFECT OF STATE OR LOCAL DISQUALIFICATION.—Notwithstanding any other provision of law, an individual may not be appointed or employed as a Federal law enforcement officer if the individual has been disqualified from possessing a firearm or serving as a law enforcement officer under State or local law.

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

(1) PARDONS NOT A BASIS FOR ELIGIBILITY.—Notwithstanding any other provision of law, in the case of an individual convicted of an offense described in subsection (a)(1), a presidential, gubernatorial, or other executive pardon for the conviction shall not affect the applicability of that subsection to the individual.

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

relief granted with respect to the conviction for reasons other than a finding of factual innocence shall not affect the applicability of that subsection to the individual.

(3) CERTIFICATES OF REHABILITATION AND SIMILAR RELIEF.—In the case of an individual convicted of an offense described in subsection (a)(1), a certificate of rehabilitation, restoration of civil rights, or comparable determination shall not affect the applicability of that subsection to the individual.

(d) APPLICATION.—Any conviction, conduct, or disqualification described in subsection (a) or (b), or the failure to disclose any such conviction, conduct, or disqualification to the Federal law enforcement agency that seeks to appoint or employs the individual as a Federal law enforcement officer, as applicable, shall render an individual ineligible to be appointed or employed as a Federal law enforcement officer regardless of when the conviction, conduct, or disqualification occurred.

(e) RULE OF CONSTRUCTION.—Nothing in this section shall be construed to limit, supersede, or otherwise affect any disqualification, suitability standard, or eligibility requirement imposed by any other provision of law, regulation, or agency policy applicable to Federal law enforcement officers.

SEC. 7. INELIGIBILITY BASED ON DISCRIMINATORY CONDUCT.

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

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

(A) any white supremacist hate group;

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

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

(D) any organization that advocates the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States;

(E) any organization that advocates hatred, prejudice, or oppression of any person or group based on the race, religion, disability, sexual orientation, ethnicity, or gender of the

person or members of the group, respectively; or

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

(2) COVERED CONDUCT.—For purposes of paragraph (1), the term ''participates in, or provides material support for, the activities of'', with respect to a group or organization described in that subsection, includes—

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

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

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

(D) coordination with known members of the group or organization to provide assistance or support for the commission of acts of violence.

(b) PROHIBITED CONDUCT FOR FEDERAL LAW ENFORCEMENT OFFICERS.—Notwithstanding any other provision of law, a Federal law enforcement officer may not, except as part of the official duties of the officer—

(1) fraternize or socialize with—

(A) persons actively engaged in criminal conduct; or

(B) fugitives from justice; or

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

(c) ENFORCEMENT BY AGENCIES.—

(1) APPLICANTS.—

(A) ENFORCEMENT.—If a Federal law enforcement agency determines, through a suitability adjudication process that is consistent with part 731 of title 5, Code of Federal Regulations, or any successor regulation, including applicable due process protections, that an individual is ineligible to be appointed as a Federal law enforcement officer under subsection (a), the Federal law enforcement agency may not appoint the individual.

(B) DUTY TO DISCLOSE.—An applicant for employment as a Federal law enforcement officer with a Federal law enforcement agency shall disclose to the agency, during the application process, any participation in, or provision of support for, a group or organization described in subsection (a) that may disqualify the applicant from eligibility for such employment under that subsection.

(2) EMPLOYEES.—

(A) ENFORCEMENT.—If a Federal law enforcement agency determines that a Federal law enforcement officer has engaged in conduct prohibited under subsection (a) or (b), the agency shall remove the officer through a process that is consistent with section 7513 of title 5, United States Code.

(B) DUTY TO DISCLOSE.—Not later than 30 days after the date of enactment of this Act, a Federal law enforcement agency shall request that each Federal law enforcement officer employed by the agency disclose to the agency, and each such Federal law enforcement officer shall disclose to the agency, any engagement in conduct prohibited under subsection (a) or (b) that

may disqualify the Federal law enforcement officer under that subsection from continued employment.

(d) FIRST AMENDMENT SAFEGUARDS.—Nothing in this section shall be construed to prohibit activities protected by the First Amendment to the Constitution of the United States.

SEC. 8. DOCUMENTATION AND REPORTING REQUIREMENTS.

(a) DEFINITIONS.—In this section:

(1) COMMENDATIONS AND AWARDS.—The term ''commendation and awards'' means actions by a Federal law enforcement agency to recognize and reward individual or team achievements of Federal law enforcement officers that—

(A) contribute to meeting organizational goals, or improving the efficiency or effectiveness, of the Federal Government; or

(B) are otherwise in the public interest.

(2) COVERED CIVIL ACTION.—The term ''covered civil action'' means a civil action brought against a Federal law enforcement officer or a State or local law enforcement officer accusing the officer of committing a wrongful act relating to the official duties of the officer.

(3) CRIMINAL CONVICTION.—The term ''criminal conviction'', with respect to an individual, means a judgment or any other determination of guilt of the individual for a criminal offense by a court of competent jurisdiction, whether entered upon a verdict or plea (including a plea of nolo contendere), for any offense that occurred during the employment of the individual as—

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

(B) a State or local law enforcement officer, whether on-duty or off-duty.

(4) DISCIPLINARY ACTION.—The term ''disciplinary action'' includes a removal, demotion, suspension, or reprimand of a Federal law enforcement officer based on a finding of serious misconduct.

(5) NATIONAL LAW ENFORCEMENT ACCOUNTABILITY DATABASE; NLEAD.—The term ''National Law Enforcement Accountability Database'' or ''NLEAD'' means the centralized repository of official records documenting instances of Federal, State, or local law enforcement officer misconduct as well as commendations and awards maintained by the Justice Management Division of the Department of Justice that was launched on December 18, 2023.

(6) RESIGNATION OR RETIREMENT WHILE UNDER INVESTIGATION FOR SERIOUS MISCONDUCT.—The term ''resignation or retirement while under investigation for serious misconduct'', with respect to a Federal law enforcement officer, means the officer resigned or retired after—

(A) being provided written notice of an investigation into potential serious misconduct by the officer and the investigative process included or would have included an opportunity for the officer to be heard; or

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

(7) SERIOUS MISCONDUCT COMPLAINT.—The term ''serious misconduct complaint'' means a complaint alleging a criminal act, use of excessive force, bias, discrimination, obstruction of justice, theft, or sexual misconduct.

(8) SUSPENSION OF A LAW ENFORCEMENT OFFICER'S LAW ENFORCEMENT AUTHORITIES.—The term ''suspension of a law enforcement officer's law enforcement authorities'' means the suspension of the authority of a law enforcement officer to perform

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

(9) TERMINATION.—The term ''termination''—

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

(B) includes removal and dismissal.

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

(11) USE OF FORCE INCIDENT.—The term ''use of force incident'' means any incident in which a law enforcement officer or other employee of a Federal law enforcement agency uses force through the application of a physical technique, a chemical agent, or a weapon, including the discharge of a firearm.

(12) USE OF FORCE INCIDENT REPORT.—The term ''use of force incident report'' means a report made under subsection (b)(1) by a Federal law enforcement officer or other employee of a Federal law

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

(b) FORCE INCIDENT REPORTING.—

(1) REPORTING REQUIREMENT.—

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

(B) OBSERVING USE OF FORCE BY SUPERVISOR.—For purposes of subparagraph (A), if a Federal law enforcement officer or other employee of a Federal law enforcement agency observes a direct supervisor of the officer or employee engaging in a use of force incident, the officer or other employee shall report the incident to the next higher-ranking official in the chain of command.

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

Federal law enforcement agency employing the officer or employee shall subject the officer or other employee to appropriate discipline for failure to report and lack of truthfulness, up to and including termination, in accordance with otherwise applicable law.

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

(A) establish a process for Federal law enforcement officers and other employees of the agency to document all use of force incidents and provide training on the requirements for use of force incident reporting;

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

(C) provide training for all employees who exercise supervisory authority over Federal law enforcement officers or other employees on reviewing and auditing use of force incident reports; and

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

force incident data to the Use-of-Force Database.

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

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

(B) MONTHLY REPORTS.—After submitting the initial information under subparagraph (A), the head of a Federal law enforcement agency shall submit to the Use-of-Force Database the information required under that subparagraph on a monthly basis.

(5) INTERNAL AUDIT.—

(A) IN GENERAL.—The Office of Professional Responsibility of the Department of Justice shall—

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

(I) compliance with this subsection; and

(II) evidence of violations of—

(aa) the Constitution of the United States; or

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

(ii) submit an annual report to Congress detailing findings, trends, and recommendations resulting from the reviews conducted under clause (i).

(B) PUBLIC INFORMATION.—Not later than 30 days after submitting a report to Congress under subparagraph (A)(i), the Office of Professional Responsibility of the Department of Justice shall make the full text of the report publicly available on a website.

(c) REESTABLISHMENT AND MAINTENANCE OF THE NATIONAL LAW ENFORCEMENT ACCOUNTABILITY DATABASE.—

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

torney General shall reestablish, and thereafter the Attorney General shall maintain and operate, the National Law Enforcement Accountability Database as a centralized Federal database for law enforcement accountability and suitability determinations.

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

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

(B) sustained findings of misconduct, including—

(i) excessive or unlawful use of force;

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

(iii) civil rights violations;

(iv) failure to intervene; or

(v) failure to render required medical aid;

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

(D) covered civil actions, including the dispositions thereof;

(E) criminal convictions or guilty pleas related to law enforcement duties or crimes of violence, including domestic violence;

(F) commendations and awards; and

(G) other substantiated misconduct determined by the Attorney General to be relevant to suitability for service as a law enforcement officer.

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

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

(i) in a standardized manner, all information required under paragraph (2) with respect to any Federal law enforcement officer employed by the agency who has a record described in that paragraph; or

(ii) if there are no applicable records for the quarter, a statement that the agency has no records for submission.

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

eral law enforcement agency is accurate, complete, and current.

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

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

(I) collect and report to NLEAD all information required under paragraph (2); and

(II) provide training on the reporting requirement under subparagraph (A) of this paragraph; and

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

(D) FAILURE TO REPORT.—If a Federal law enforcement agency fails to submit information as required under subparagraph (A), including by submitting incomplete, inaccurate, unintelligible, misleading, or nonresponsive data—

(i) not later than 30 days after receiving notification of that failure from the At-

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

(ii) that failure shall constitute noncompliance with this Act that may result in administrative discipline under otherwise applicable law for the employee of the agency designated under subparagraph (C)(ii).

(4) MANDATORY DATABASE CHECKS FOR FEDERAL LAW ENFORCEMENT APPLICANTS.—

(A) PRE-APPOINTMENT REQUIREMENT.—No individual may be appointed, conditionally appointed, provisionally appointed, transferred to a position as, or otherwise employed as a Federal law enforcement officer by a Federal law enforcement agency unless the agency has—

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

(ii) reviewed and adjudicated the results of that query as part of making a suitability determination with respect to the individual.

(B) TIMING.—The query of NLEAD required under subparagraph (A)(i) shall be conducted before—

(i) final selection or appointment;

(ii) issuance of credentials or firearms;

(iii) entry into basic training; or

(iv) the exercise of any law enforcement authority.

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

(5) DATABASE CHECKS FOR EMPLOYED OFFICERS.—Each Federal law enforcement agency shall conduct an NLEAD query—

(A) before a Federal law enforcement officer is transferred to the Federal law enforcement agency from another Federal law enforcement agency, including on detail or temporary assignment; and

(B) biannually for any Federal law enforcement officer serving in a sensitive, supervisory, or high-risk assignment.

(6) USE LIMITATIONS AND SAFEGUARDS.—

(A) AUTHORIZED USE.—Information contained in NLEAD may be used solely for purposes of hiring, retention, promotion, training, discipline, or suitability determinations with respect to law enforcement officers.

(B) ATTORNEY GENERAL RESPONSIBILITIES.—The Attorney General shall—

(i) conduct regular periodic compliance reviews to ensure the accuracy and reliability of records included in NLEAD;

(ii) direct any Federal law enforcement agency that submits incomplete, inaccurate, unintelligible, misleading, or nonresponsive data to NLEAD to revise and resubmit the data;

(iii) provide notice and an opportunity to respond to individuals whose records are included in NLEAD, consistent with applicable due process protections; and

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

(7) ACCESS.—

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

only to authorized users to help determine suitability and eligibility of candidates for law enforcement positions.

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

(C) PUBLIC REPORTING.—The Attorney General shall publish annually a public report containing aggregated and anonymized data from NLEAD to maintain transparency and accountability.

(D) INVOLVED INDIVIDUALS.—If an individual is involved in an encounter with a Federal law enforcement officer that results in loss of property, physical injury, or death, the Attorney General, upon request from the individual or a family member of the individual in the case of death or incapacitation, shall provide information or documents from NLEAD related to the Federal law enforcement officer involved in the encounter.

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

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

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

(B) provide additional information or documents or a personal statement to a Federal law enforcement agency that submitted information or documents relating to the individual to NLEAD, which shall be retained as part of the individual's employment information; or

(C) present evidence to and petition the head of the Federal law enforcement agency described in subparagraph (B) to amend, supplement, or remove information from NLEAD.

(9) PRIVACY PROTECTIONS.—Nothing in this subsection shall be construed to supersede the requirements or limitations under section 552a of title 5, United States Code (commonly known as the ''Privacy Act of 1974'').

SEC. 9. OFFICER RELIEF; STATE ATTORNEY GENERAL ENFORCEMENT.

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

bring a civil action in an appropriate district court of the United States against the Federal law enforcement agency that employs the officer for declaratory or injunctive relief if the Federal law enforcement agency assigns the officer to work with or under the command of an individual appointed or deployed as a Federal law enforcement officer in violation of this Act.

(b) STATE ATTORNEY GENERAL ENFORCEMENT AUTHORITY.—

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

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

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

against a Federal law enforcement agency under paragraph (1), the attorney general of a State shall provide written notice to the head of the Federal law enforcement agency, the Attorney General, and the relevant inspector general describing the alleged violations and factual basis, unless the attorney general of the State certifies that delay in filing the civil action would result in irreparable harm to public safety.

SEC. 10. RECENTLY HIRED OFFICERS.

(a) DEFINITION OF RECENTLY APPOINTED OFFICER.—In this section, the term ''recently appointed officer'' means a Federal law enforcement officer who was appointed during the period beginning on January 20, 2025, and ending on the day before the effective date of this Act.

(b) TEMPORARY REMOVAL FROM LAW ENFORCEMENT DUTIES.—

(1) CERTIFICATION.—Not later than 30 days after the effective date of this Act, each Federal law enforcement agency that appointed a recently appointed officer shall certify that the recently appointed officer has met the requirements under sections 4 and 5.

(2) OFFICERS NOT CERTIFIED.—In the case of a recently appointed officer who is not certified in accordance with paragraph (1), the Federal law enforcement agency employing the officer shall remove the officer from law enforcement duties and place the officer in administrative status or on paid leave for the period beginning on the day after the deadline under paragraph (1) and ending on the date on which the officer meets the requirements under sections 4 and 5.

(c) MANDATORY COMPLIANCE.—A Federal law enforcement agency shall require a recently appointed officer, as a condition of continued employment in a law enforcement capacity, to—

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

(2) not later than 1 year after the date of enactment of this Act, to meet the requirements under section 5.

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

(1) permanently remove the officer from law enforcement duties; and

(2) subject the officer to separation from Federal service in accordance with applicable civil service laws.

SEC. 11. HIRING FREEZE.

(a) DEFINITIONS.—In this section:

(1) BASELINE NUMBER.—The term ''baseline number'' means the number of immigration enforcement officers on the date of the enactment of this Act.

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

(3) OTHER FEDERAL LAW ENFORCEMENT AGENCY.—The term ''other Federal law enforcement agency'' means any Federal law enforcement agency other than U.S. Immigration and Customs Enforcement.

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

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

(2) the annual rate of basic pay of an immigration enforcement officer may not be increased beyond the rate in effect on the date of the enactment of this Act.

(c) PROHIBITION ON HIRING BONUSES.—The Secretary of Homeland Security may not offer or provide a bonus of any amount to—

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

(2) a newly hired or appointed Federal law enforcement officer or other employee of a Federal law enforcement agency.

(d) PROHIBITION ON AUGMENTATION.—The Secretary of Homeland Security may not augment, increase, or otherwise offset the baseline number of immigration enforcement officers through the reassignment, detail, transfer, or use of Federal law enforcement officers from other Federal law enforcement agencies to perform the duties of immigration enforcement officers.

(e) VACANCIES.—Notwithstanding the baseline number, the Secretary of Homeland Security may not hire any

immigration enforcement officers to fill vacancies arising from retirement, termination, resignation, or other separation occurring on or after the date of the enactment of this Act.

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

(g) CERTIFICATION.—The Secretary of Homeland Security shall submit monthly to the Government Accountability Office a certification of compliance with the requirements of this section for review.

SEC. 12. AGENCY ACCREDITATION.

(a) INITIAL ACCREDITATION.—Not later than 1 year after the date of enactment of this Act, each Federal law enforcement agency shall obtain the Advanced Law Enforcement Accreditation granted by the Commission on Accreditation for Law Enforcement Agencies (in this section referred to as ''CALEA'').

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

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

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

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

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

SEC. 13. ENFORCEMENT; PENALTIES; OVERSIGHT.

(a) ENFORCEMENT AUTHORITIES.—

(1) COMPLIANCE.—Compliance with this Act shall be considered and enforced, and personnel actions for violations of this Act shall be taken, in accordance with otherwise applicable law relating to performance appraisal, discipline, suspension, removal, and supervisory accountability.

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

(A) shall be responsible for compliance with this Act and may not delegate that responsibility in a manner that diminishes accountability; and

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

enforcement agency as necessary to comply with this Act.

(b) CIVIL SERVICE PENALTIES FOR NONCOMPLIANCE.—

(1) IN GENERAL.—Any appointment of an individual to a position as a Federal law enforcement officer made in violation of this Act shall be deemed invalid and the Federal law enforcement agency that appointed the individual, upon discovering the violation, shall immediately remove the individual from law enforcement duties.

(2) SUPERVISORS.—Any employee who exercises supervisory, policy, or operational authority over the hiring, training, deployment, or oversight of 1 or more Federal law enforcement officers who knowingly authorizes an appointment in violation of this Act, approves or utilizes training prohibited by this Act, or makes a false certification required by this Act shall be subject to personnel actions in accordance with otherwise applicable law relating to performance appraisal, discipline, suspension, removal, and supervisory accountability.

(3) SENIOR EXECUTIVE ACCOUNTABILITY.—

(A) PERFORMANCE PLAN.—

(i) IN GENERAL.—Each employee in a position in the Senior Executive Service who exercises supervisory, policy, or operational authority over the hiring, training, deployment, or oversight of 1 or more Federal law enforcement officers shall have incorporated into the annual performance plan of the employee a critical element assessing compliance with this Act, including the prohibition on accelerated training and provisional appointments.

(ii) CERTIFICATION.—The head of a Federal law enforcement agency shall annually submit to the Office of Personnel Management and to Congress a certification indicating whether the performance plan of each employee of the Federal law enforcement agency in a position in the Senior Executive Service who exercises supervisory, policy, or operational authority over the hiring, training, deployment, or oversight of 1 or more Federal law enforcement officers includes the critical element assessing compliance with this Act that is required under clause (i).

(B) CONSEQUENCES FOR VIOLATIONS.—

(i) VIOLATIONS GENERALLY.—A violation of this Act by an employee in a position in the Senior Executive Service shall constitute unsatisfactory performance and render the employee ineligible for a performance award or bonus for the applicable performance cycle.

(ii) KNOWING VIOLATIONS.—A knowing violation of this Act by an employee in a position in the Senior Executive Service shall constitute neglect of duty and shall result in reassignment, reduction in pay, or removal from the Senior Executive Service consistent with otherwise applicable law relating to reassignment, reduction in pay, or removal.

(c) OPERATIONAL CONSEQUENCES.—A Federal law enforcement officer who is employed in violation of this Act shall be deemed to not be authorized to exercise law enforcement authority for purposes of internal agency review, discipline, credentialing, or training equivalency determinations.

(d) FUNDING.—

(1) CONDITION ON AVAILABILITY OF FUNDS.—No funds appropriated or otherwise made available to a Federal law enforcement agency may be used to—

(A) operate, contract for, or deliver an accelerated or abbreviated basic training program that does not meet the requirements of this Act; or

(B) deploy any Federal law enforcement officer who has not completed all training required under this Act.

(2) CORRECTIVE WITHHOLDING.—If an inspector general determines that a Federal law enforcement agency is not in full compliance with this Act, the Federal law enforcement agency may not obligate funds to appoint or deploy a Federal law enforcement officer until the Director of the Office of Management and Budget determines that the Federal law enforcement agency is in compliance with this Act.

(e) INSPECTOR GENERAL OVERSIGHT.—The inspector general of each Federal law enforcement agency shall—

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

(2) if the inspector general determines the Federal law enforcement agency is not in compliance with this Act, submit a report regarding the determination to—

(A) the head of the Federal law enforcement agency;

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

(C) the Director of the Office of Management and Budget;

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

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

SEC. 14. RULES OF CONSTRUCTION.

(a) NO RETROACTIVE PUNISHMENT.—The application of this Act to prior conduct or convictions of an individual shall not be construed as retroactive punishment, but solely as a determination of the present suitability of

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

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

(1) limit the legal effect of a pardon for purposes other than eligibility for employment as a Federal law enforcement officer;

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

(3) create a private right of action; or

(4) limit the authority of a Federal law enforcement agency to impose hiring standards for Federal law enforcement officers in addition to the hiring standards required under this Act.

SEC. 15. NO ADDITIONAL FUNDS.

No additional funds are authorized to be appropriated to carry out this Act.

SEC. 16. SEVERABILITY.

If any provision of this Act, or the application of such provision to any person or circumstance, is held invalid, the remainder of this Act, and the application of the provision to any other person or circumstance, shall not be affected.

SEC. 17. EFFECTIVE DATE.

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