

Congress of the United States

Washington, DC 20515

November 24, 2025

The Honorable Kristi Noem
Secretary of Homeland Security
U.S. Department of Homeland Security
2707 Martin Luther King Jr. Ave SE
Washington, DC 20032

Dear Secretary Noem:

I write to raise serious concerns regarding recent reporting about lapses in U.S. Immigration and Customs Enforcement's (ICE) hiring and vetting processes, concerns made even more urgent by the arrest of an ICE agent in Bloomington, Minnesota, during a multi-agency sting targeting individuals attempting to solicit a minor at the Mall of America.¹ Although public information about the individual's background remains incomplete, and it is unknown whether any disqualifying issues would have been identifiable through a properly executed vetting process, the very nature of the alleged conduct heightens longstanding questions about ICE's capacity to ensure that its personnel meet the agency's own requirements.

ICE's publicly stated policies emphasize that "personnel vetting involves assessing an individual's background, character, and other pertinent factors to ascertain their suitability," and that "all positions require security vetting and drug test," with certain law-enforcement positions requiring "an average of three months" to complete this process.² Yet multiple recent investigations have revealed that ICE has permitted recruits to appear for training—gaining access to federal facilities, instructors, and in some cases law-enforcement equipment—before all required vetting steps were finished.³ Internal records reviewed by NBC News show that instructors discovered disqualifying information only after recruits had already begun training, including issues that should have prevented their entry into the academy.⁴

Similarly, The Independent reported that recruits arrived at training with undisclosed past allegations or other adverse information that ordinarily would have disqualified them.⁵ Additional independent reporting indicates that accelerated hiring may be compromising investigative timelines, increasing the risk that applicants with past misconduct, falsified information, or other high-risk indicators could move through the pipeline without sufficient scrutiny. A former ICE Director has also warned that the agency's fast-tracked recruiting strategy could produce "catastrophic" outcomes if vetting lapses continue unchecked.⁶ Likewise, Axios reports that ICE's rapid expansion goals have strained its ability to maintain rigorous background checks, contributing to elevated failure rates and raising concerns about applicants entering training prematurely.⁷

These findings raise fundamental questions about the consistency of ICE's practices with its own publicly posted protocols, and whether systemic weaknesses, procedural shortcuts, or oversight gaps are undermining the integrity of the personnel-screening process.

¹ [ICE employee among 16 men arrested in Bloomington sex trafficking sting, police say- CBS News, November 2025](#)

² [Personnel Vetting- U.S. Immigration and Customs Enforcement](#)

³ [Some new ICE recruits have shown up to training without full vetting- NBC News, October 2025](#)

⁴ [Some new ICE recruits have shown up to training without full vetting- NBC News, October 2025](#)

⁵ [ICE recruits are showing up for training with disqualifying criminal backgrounds, report says- The Independent, October 2025](#)

⁶ [Former ICE Head Cautions That Agency's Fast-Track Recruiting Strategy Risks 'Catastrophic' Outcomes- The Latin Times, November 2025](#)

⁷ [Hiring 10,000 ICE agents is easier said than done- Axios, October 2025](#)

Given the seriousness of the issues raised, I request that you provide the following information no later than December 10, 2025:

1. Vetting of the Bloomington Employee
 - a. Please describe the vetting and suitability steps completed before the ICE employee arrested in Bloomington entered on duty, including how these steps aligned with ICE's published vetting requirements.
 - b. Please describe any internal review or after-action assessment conducted following the arrest.
 - c. Please provide any determinations made about whether required vetting procedures were followed in this case.
2. Criteria for Allowing Recruits to Begin Training
 - a. How does ICE define "completion" of personnel vetting for purposes of allowing a recruit to begin academy training?
 - b. Under what circumstances does ICE permit recruits to report for training while portions of vetting remain pending?
 - c. Please provide any guidance issued since January 2025 that has modified investigative timelines or suitability determinations for training access.
3. Instances of Premature Training Access
 - a. In the past 11 months, how often have recruits or newly hired personnel been allowed to enter training or duty before all required vetting steps were completed?
 - b. What types of vetting components were pending in those instances, and how were these gaps later identified?
 - c. Please provide a summary identifying the nature of each incident and the responsive actions taken by ICE.
4. Verification of Applicant Information
 - a. What processes does ICE use to verify the accuracy and completeness of information provided by applicants?
 - b. What procedures exist to identify undisclosed past allegations, incomplete materials, or potentially falsified background information?
 - c. Since January 2025, has ICE identified weaknesses in these processes? If so, please describe any findings and resulting changes.
5. Systemic Vulnerabilities and Corrective Measures
 - a. What systemic vulnerabilities in ICE's vetting procedures has the agency identified since January 2025, including those associated with accelerated hiring or compressed investigative timelines?
 - b. What patterns, if any, has ICE observed in cases where disqualifying information surfaced only after recruits began training?
 - c. Please provide any assessments, analyses, or recommendations addressing these concerns.
6. Oversight Mechanisms to Ensure Compliance with ICE Policy
 - a. What internal oversight mechanisms—such as audits, verification checks, or supervisory sign-offs—does ICE use to ensure that vetting is completed in accordance with its publicly stated standards before recruits begin training?

- b. How does ICE ensure consistent application of vetting requirements across field offices, hiring centers, and training academies?
- c. What corrective or disciplinary measures are available when vetting steps are bypassed, delayed, or improperly documented?

7. Notification Procedures for Employee Arrests

- a. What procedures does ICE follow to notify supervisors, DHS leadership, and other oversight bodies when an employee is arrested or criminally charged?
- b. Were these procedures followed in the Bloomington case, and if so, what was the timeline?
- c. Has ICE conducted any review of these notification procedures since the incident, and if so, what were the findings?

8. Role and Oversight of Contracted Vetting Support

- a. What responsibilities do contracted firms currently hold in assisting with ICE's background investigations or suitability determinations?
- b. How does ICE evaluate the performance and reliability of contracted vetting support?
- c. Please provide any materials that describe contract expectations, quality-assurance standards, or recent performance reviews.

Sincerely,



Raja Krishnamoorthi
Member of Congress