



## National Immigration and Customs Enforcement Council



November 13, 2017

The President of the United States  
The White House  
1600 Pennsylvania Avenue NW  
Washington, DC 20500

Dear President Trump,

What's happening at ICE is an embarrassment to the American people, and a stab in the back to the men and women of law enforcement who we know you support wholeheartedly. We understand that as President of the United States you are extremely busy with a plethora of critically important matters, but we ask that time permitting you step in to assist the men and women of ICE in our efforts to eliminate corruption and gross mismanagement within the Agency. We ask that you take measures to ensure the safety of our law enforcement officers and their ability to perform their law enforcement mission in the field. We ask that you help us drain the swamp at ICE.

Knowing you personally, I know you will be furious to know that we have ICE managers ordering their own officers in the field not to wear bullet proof vests because illegal aliens might find it offensive. I have never in my life heard of any other law enforcement organization that would ever issue such an order, one which could result in the death of an officer. However, it serves as witness to the fact that ICE has become so politicized that it no longer operates as an effective law enforcement agency. I am asking that you issue a zero tolerance policy that includes the immediate termination of any ICE supervisor who orders ICE Officers not to wear bullet proof vests.

Likewise, I know that you will be highly upset to learn of ICE managers making deals with city officials whereby ICE Officers are required to give seven days notice to city officials and receive permission from the same city officials before entering their city to effect federal immigration arrests. And even more troubling is the allegation from ICE Officers that city officials may be tipping off ICE targets so that they can evade arrest. I am asking that you direct that these practices end immediately and supervisors involved be investigated and held accountable.

I am asking that you issue policy to end ICE's vicious "guilty until proven innocent" policy which ICE management has issued against its own officers. Law enforcement officers nationwide have complaints filed against them daily. It's an unfortunate part of the law enforcement profession. In most agencies officers remain working, and investigations into

allegations made by the public are handled quickly. At ICE, however, that is not the case. When criminal aliens make allegations against ICE Officers, prior to any investigation being conducted our officers have their guns and badges taken, their pay is cut by 25% and investigations on average last between 18 – 24 months. According to agency data, almost all of these allegations are later determined to be completely unfounded. Meanwhile, with a skeleton crew in the field already, we struggle with the loss of good officers for years at a time, and innocent officers take second mortgages out on their homes and work as Uber drivers to support their families during these 2 year investigations during which massive unwarranted pay cuts are imposed. ICE favors criminal aliens over its own officers and demonstrates no concern for the welfare of its officers and their families. Again, I ask that you issue policy ending ICE's guilty until proven innocent policy against its own officers.

Recently, ICE managers publicly shamed an ICE Officer in the public parking lot of the Sheriff's office where he works. In this case, a criminal alien made false allegations against the ICE Officer, and it wasn't enough for ICE managers to take his gun and badge from him, they did it in a public parking lot so that Sheriff's deputies and members of the public could watch his shaming. ICE managers then released the criminal alien who made the false allegations back into the community. Acting ICE Director Thomas Homan has since promoted one of the managers involved, and gave a 3 year retirement extension to another. I am asking that you issue a zero tolerance policy that includes the immediate termination of any ICE supervisor who engages in a public shaming of ICE Officers. I am also requesting that the advancement and extension of these managers be reevaluated.

While you recently stated publicly that you were "not happy" with the \$400k in private jet usage by your former HHS Secretary Tom Price leading either to his firing or resignation, ICE's Acting Director Thomas Homan is spending millions every year to provide free vehicles and gas to hundreds of ICE managers for the sole purpose of driving between home and work each day. Where do they get these vehicles? They take them away from their own officers and law enforcement operations in the field leaving officers with insufficient equipment to perform the Agency's mission. While it's embarrassing to admit that our leadership and managers put free vehicles and gas before their own officers and our public safety mission, it has to be said in order to make change. I am asking that you direct that ICE law enforcement vehicles be prioritized for the law enforcement mission, and issue a prohibition against agency management officials taking vehicles without a very specific and legitimate mission purpose. Additionally, measures must be put in place to effectively monitor the vehicle program and enforce its mandates.

For the last eight years the management staff that you currently have in place at ICE has fought the National ICE Council and prevented the issuance of Tasers to our officers in the field, this as assaults against our officers escalated dramatically. As you are probably aware, Tasers are standard equipment for law enforcement officers nationwide, to include the U.S. Border Patrol. As ICE performs interior enforcement of our nation's immigration laws, however, politically correct and anti-enforcement managers within ICE and DHS preferred having ICE Officers beaten over providing them necessary protective equipment. The issuance of Tasers to ICE Officers was a matter that I raised directly with Stephen Bannon and Stephen Miller. Now that ICE has finally created a Taser policy, it unfortunately gives each Program Office the ability to deny their ICE Officers Taser equipment and training. If you have a badge, you should have the



protective equipment that goes with it, and your safety should not be left to politically correct and anti-enforcement government bureaucrats. I am asking that you please issue policy that provides Tasers and training to all ICE Officers. If money is stated as a concern by the Agency, I submit that the millions spent currently on free gas for managers will more than pay for this much needed safety equipment for our officers.

Several years ago, ICE leadership implemented policies only against law enforcement officers who perform interior enforcement of our nation's immigration laws which penalize and prevent them from taking earned vacation days and sick leave. A federal arbitrator ordered that ICE managers rescind the policies, which ICE leadership refuses to do. The penalties are so severe that officers stand to lose 25% of their annual pay and retirement just for taking earned vacation or sick days. We literally have officers forced to choose between feeding their families and taking sick leave for needed surgeries, and of course they are putting their families first and denying themselves needed medical attention. With one word from you these policies will end immediately. Please intervene and assist us in ending these policies.

I don't believe you will find a group of law enforcement officers that appear more hated by their own leadership and managers than the officers of ICE's Enforcement and Removal Operations, nor will you find any officers treated so horribly by their own agency. Yet our corrupt and grossly incompetent leadership and managers protect one another and cover up their own misconduct demoralizing our entire workforce. Currently, ICE employees are outraged by a member of senior ICE leadership who was appointed by Acting Director Thomas Homan who allegedly took pictures of his genitals and sent them to female employees, yet remains an ICE supervisor and a member of one of the federal government's highest pay brackets – the Senior Executive Service (SES) receiving a salary of approximately \$184,000 a year. ICE employees do not wish to work for individuals who send female employees pictures of their genitals on government equipment. Managers who engage in these types of activities should be immediately terminated or at minimum demoted to non-supervisory positions, yet these types of activities and worse are commonplace among ICE managers and they simply continue to get promoted. While I have spoken to your staff regarding large scale investigations aimed at making significant changes in the Agency, we have received no assistance. I am now asking that you please direct your staff to work directly with us in commencing investigations and making swift changes. This letter only scratches the surface of the problems that plague this beleaguered agency.

Your courage on immigration enforcement in the face of public criticism and pressure is like nothing I have ever seen from any political leader, and ICE Officers commend you for your courage and leadership on enforcement, and we say thank you. But any law enforcement officer or soldier will tell you that if their organization and leadership are dysfunctional and unsupportive of their mission, even the best policy from higher ups won't result in mission accomplishment. ICE Officers have one opportunity to turn ICE around and make it a premier law enforcement agency, and that opportunity ends when the Presidency of Donald J. Trump ends. You are the one chance we have to make change.

I know from the commitments you made to me that it was your intent that your staff work directly with us to address issues within ICE, but that's not happening. Attempts to communicate concerns to you and requests for meetings with you are simply ignored. ICE managers laugh and

claim that "Trump used you and threw you away like trash when he was done with you." I assure our officers daily that the only President ever endorsed by ICE Officers has not turned his back on them, he's simply not aware of what's happening. Unable to penetrate your staff and communicate with you, we were left with no choice but to communicate publicly. Our new website will address problems within ICE and add transparency as we attempt to assist you in keeping your promise to America of "draining the swamp." We hope that you will not only support our efforts but work directly with us in addressing corruption and mismanagement within the Agency. I respectfully maintain my long standing request to meet with you directly.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chris Crane", with a stylized flourish at the end.

Chris Crane  
President