



**U.S. Immigration  
and Customs  
Enforcement**

MEMORANDUM FOR: Tae D. Johnson  
Senior Official Performing the Duties of the Director

THROUGH: Matthew C. Allen /S/  
Senior Official Performing the Duties of the Deputy  
Director

John D. Trasviña /S/  
Principal Legal Advisor  
Office of the Principal Legal Advisor

FROM: Christopher S. Kelly /S/  
Assistant Director  
Office of Policy and Planning

SUBJECT: Approval of ICE Directive 1014.2: *ICE Student Loan  
Repayment Program*

Purpose

To request your approval of the U.S. Immigration and Customs Enforcement (ICE) *Student Loan Repayment Program (SLRP)* Directive, four SLRP Forms, and the associated Broadcast Message.

Background

ICE is charged with enforcing immigration and customs laws. As a premier law enforcement agency, it is necessary to attract and retain a highly versatile and diverse workforce. Currently, the ICE SLRP policy allows for ICE to repay federal student loans only as an incentive to recruit an employee when ICE has determined that the employee's position is likely to be difficult to fill in the absence of an incentive. However, as it is equally important and critical to the mission that ICE retain a highly qualified workforce, the current ICE policy was updated and expanded by the Office of Human Capital (OHC) to include repayment of student loans as a retention tool.

Discussion

This Directive would supersede and replace ICE Directive 1014.1, ICE Repayment of Student Loans for Recruitment, dated January 3, 2008 and associated attachments. The policy applies to all ICE employees.

Federal law, Office of Personnel Management guidance, and the Department of Homeland Security's policy allows the SLRP to be used for both recruitment and retention purposes. The attached policy was updated to include the repayment of student loans as a retention tool, whereas the current policy limits its use to recruitment purposes. Congress appropriated funds to ICE in Fiscal Year 2021 to be used for the SLRP and the Tuition Assistance Program managed by the Office of Leadership and Career Development. Implementing this updated and expanded policy will allow ICE to expend those appropriations effectively, while supporting ICE management's efforts to retain highly qualified employees.

The Office of the Principal Legal Advisor, OHC, and the Office of Policy and Planning reviewed and cleared this Directive.

Recommendation

I recommend approval of the Directive as well as the associated broadcast message. Please indicate your decision below:

Approve:  Disapprove: \_\_\_\_\_

Modify: \_\_\_\_\_ Need more discussion: \_\_\_\_\_

Attachments:

1. ICE Directive 1014.2: Student Loan Repayment Program
2. Broadcast Message
3. ICE Form 30-026, *Student Loan Repayment Program Service Agreement*
4. ICE Form 30-027, *Student Loan Repayment Program Outstanding Federal Loan Information Sheet*
5. ICE Form 30-028, *Student Loan Repayment Program Request for Loan Benefits*
6. ICE Form 30-029, *Student Loan Repayment Program Waiver Request of Indebtedness*