Information on Becoming a Border Patrol Agent

Salary Incentives:
- BPAPRA (Overtime 25%, 12.5%) You Elect
- Night Differential – 10% of base pay (pay from 6:00 p.m. – 6:00 a.m.)
- Sunday Pay – 15% of base pay
- Federal Holiday Pay—Double Pay for the Day

Retirement:
Eligible with 20 years of service at age 50 OR at any age with 25 years of service. Employees with prior qualifying federal service may “buy-back” their federal service time. Employee still needs to complete 20-25 years of active duty service with CBP.

Leave:
Annual Leave is accumulated each pay period based upon years in government service:
- 1-3 years – (4) four hours
- 3-15 years – (6) six hours
- 15 + years – (8) eight hours (Capped at 240 hours a year)

Sick Leave:
Accumulated at the rate of (4) four hours per pay period.
(Unlimited carry over)

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life and long-term insurance; retirement plan; Thrift Savings Plan 401(k)

Additional Veterans Benefits:
Qualifying veterans may receive additional compensation for on-the-job training program. For more information you may log onto www.gibill.va.gov Applicants may also contact SallyAnn Hadfield at the El Paso Sector’s Border Patrol Training Office (915)834-8817.

Apply online: www.cbp.gov/careers
El Paso CBP Recruitment Offices
3711 Mattox
Phone: 915-834-8848/915-730-7500
OR
Fort Bliss TAP Bldg. 503, RM 228
Phone: 915-568-7406/915-568-7415

Recruiters:
Jennifer Ortiz: jennifer.b.ortiz@cbp.dhs.gov
Jose L. Avina: jose.l.avina@cbp.dhs.gov
David S. Gomez: david.s.gomez@cbp.dhs.gov

FEDERAL LEO SALARY TABLE

<table>
<thead>
<tr>
<th>GRADE</th>
<th>BASE PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>GL-5</td>
<td>$40,511</td>
</tr>
<tr>
<td>GL-7</td>
<td>$46,110</td>
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<tr>
<td>GL-9</td>
<td>$51,424</td>
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<tr>
<td>GL-11</td>
<td>$60,210</td>
</tr>
<tr>
<td>GL-12</td>
<td>$72,168</td>
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</tbody>
</table>

(Annual cost of living adjustments COLA)
Applicant Information

Minimum Qualifications to Apply:
- U.S. Citizen
- Have a valid Driver’s License
- Referred for selection prior to 40th birthday (if veteran’s preference eligible—no age limit)
- 1 year full time general work experience or 4 year degree (or combination, every full year of college = 3 months work experience, part-time, ok but must equal 1820 hours)
- No felony convictions
- No domestic violence convictions
- Must of resided in the U.S. for the last 3 yrs
- Good credit history

Drug Use:
- No marijuana use, anabolic steroid use, or prescription drug misuse in the past 2 yrs.
- No use of Schedule I-V drugs in past 3 years. Ex. Cocaine, methamphetamine, heroin, etc.

Must:
- Pass Border Patrol Entrance Exam
- Entrance Exam waived for applicants who qualify as GL-9
- Pass a Structured Interview
- Pass two Fitness Test (PFT1)
- PFT1
  - Push ups 20 in 60 seconds
  - Sit ups 25 in 60 seconds
  - Step test 120 steps per minute for 5 minutes (on a 14 inch stepper)
- Pass a Medical Exam
- Pass a Drug Screening
- Pass a Background check
- Pass a Polygraph Test

Polygraph exam may be waived for applicants who are active duty and hold an active TS-SCI clearance

Validity Timeframes:

Entrance Exam: Test score is valid until the exam changes. Applicant must wait 6 months to reapply if a failing score is received.

Structured Interview: If passed, results are valid for 3 years. Applicant must wait 6 months to reapply if interview is failed.

Fitness Test: If passed, results are valid for 1 year. Fail results, candidate can reapply and be afforded another opportunity.

Additional Information

Additional information regarding the hiring process, study guides, and FAQ’s are available at www.cbp.gov/careers

IT IS IMPERATIVE TO CHECK YOUR EMAIL ON A DAILY BASIS. ALL APPOINTMENTS AND UPDATES ARE SENT THROUGH EMAIL. CHECK YOUR INBOX, SPAM, AND JUNK MAIL DAILY.