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 – 25% of base pay
+ Federal Holiday Pay—Double Pay for the Day
+ 10 Federal holidays per year

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.

+ 15 days of military leave per year are allotted for completion of reserve status obligation.

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)

---

FEDERAL LEO SALARY TABLE

<table>
<thead>
<tr>
<th>GRADE</th>
<th>BASE PAY (8 hr shift)</th>
<th>10.5% (9 hr shift)</th>
<th>25% (10 hr shift)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GL-5</td>
<td>$41,868</td>
<td>$47,101</td>
<td>$52,335</td>
</tr>
<tr>
<td>GL-7</td>
<td>$47,661</td>
<td>$53,516</td>
<td>$60,278</td>
</tr>
<tr>
<td>GL-9</td>
<td>$53,154</td>
<td>$59,798</td>
<td>$68,582</td>
</tr>
<tr>
<td>GS-11</td>
<td>$62,236</td>
<td>$70,015</td>
<td>$80,912</td>
</tr>
<tr>
<td>GS-12</td>
<td>$74,596</td>
<td>$83,920</td>
<td>$96,978</td>
</tr>
</tbody>
</table>

(Annual cost of living adjustments COLA)

DHS offers competitive salaries and an attractive benefits package: uniform allowance, health, dental, vision, thrift savings plan 401(k), Life and long-term insurance; retirement plan

Additional Veterans Benefits

Qualifying veterans may buy back active military service time and also receive additional compensation for on-the-job training program. For more information you may log onto gibil.va.gov Applicants may also contact SallyAnn Hadfield at the El Paso Sector’s Border Patrol Training Office (915) 834-8817.

El Paso CBP Recruitment Offices
3711 Mattox El Paso, TX 79925
Phone: 915-834-8848 / 8849
OR
Fort Bliss, TX TAP Bldg. 503, RM 228
Phone: 915-568-7406 / 915-568-7415
CBP National Recruiters:
Jesus M. Martinez: jesus.m.martinez@cbp.dhs.gov
Ludin Quintana: ludin.quintana@cbp.dhs.gov
Gerardo H. Duran: gerardoh.h.duran@cbp.dhs.gov
Araceli Hernandez: araceli.hernandez@cbp.dhs.gov
Jose Avina: jose.l.avina@cbp.dhs.gov

www.cbp.gov/careers

U.S. Customs and Border Protection
**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 or domestic violence convictions
- No tattoos/branding in head, face, neck or hands
- 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 Following:**
- Border Patrol Entrance Exam (Entrance Exam waived for applicants who qualify as GL-9)
- Pass a Structured Interview
- Pass a Medical Exam
- Pass Fitness Test 1 (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 Polygraph Test
- Pass a Background check
- Pass a Drug Screening

**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 be afforded second opportunity in six weeks.

**Polygraph results:** if passed or failed CBP polygraph results are kept in record for two years.

**Academy PT Requirements:**
- 1.5 mile run in less than 13 minutes
- 220 yard sprint in 46 seconds or less
- C-Course in 2:30 or less

*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.*

---

**Flowchart Diagram**

1. **Application**
   - Applicants must be found suitable for employment with CBP. A background investigation will be conducted to assist in making this determination. Applicants may be eligible to enter on duty before a full suitability determination is rendered.

2. **Entrance Exam**
   - The examination consists of logic reasoning and more. Test is a proxy for academic and job success.

3. **Qualification**
   - Resumes are reviewed to make sure that candidates meet the minimum education and work experience qualifications.

4. **Medical Exam and Qualification**
   - The medical exam includes a medical history review, physician exam, vision, and hearing test. This information will be reviewed to determine medical qualification. This is an OPM requirement.

5. **PFT 1**
   - PFT 1 measures the likelihood of the applicant's ability to perform job duties and training.

6. **Initiate e-QIP**
   - The applicant begins their background investigation by submitting the SF-86, which is an extensive electronic questionnaire about the applicant's background, via the OPM e-QIP website.

7. **Interview**
   - The interview consists of a board of current personnel and measures competencies that are critical for successful job performance.

8. **Polygraph Exam**
   - The polygraph exam required by the Anti-Border Corruption Act of 2010. A series of questions relating to national security and the SF-86 responses will be administered.

9. **Provisional Clearance**
   - Applicants may enter on duty before a full suitability determination is rendered. They must elect this option and must be granted a positive interim decision on their suitability.

10. **Job Offer & EOD Date**
    - Applicants complete a drug screening based on position duties to support suitability for the position.

**Final Offer with Appointment**

*Applicants who enter on duty with an interim suitability determination may receive their full suitability determination after entering on duty. The job offer is contingent upon positive suitability determination.*