Salary Incentives:
Customs Officer Pay Reform Act (COPRA) double time for all over time worked. Up to $45,000.
Foreign Language Aptitude Pay
Officers can earn up to 5% of base salary for qualifying languages.
Shift Differential – 15 - 20%
Sunday Pay– 50%
Holiday Pay– Double pay

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 federal service:
1-3 years – (4) four hours
3-15 years – (6) six hours
15 + years – (8) eight hours
(Capped at 240 hours a year)
15 days of military leave/year for reserve/national guard obligations.

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

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

FEDERAL SALARY TABLE

<table>
<thead>
<tr>
<th>GRADE</th>
<th>BASE PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS-5</td>
<td>$32,844</td>
</tr>
<tr>
<td>GS-7</td>
<td>$40,684</td>
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<tr>
<td>GS-9</td>
<td>$49,765</td>
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<tr>
<td>GS-11</td>
<td>$60,210</td>
</tr>
<tr>
<td>GS-12</td>
<td>$72,168</td>
</tr>
</tbody>
</table>

(Annual cost of living adjustments COLA)
25% Extra Pay for Designated Duty Locations
If an applicant selects one of the designated duty locations listed on the announcement they will receive an additional 25% of their salary each year for the first 3 years of employment. This incentive applies to new federal employees only and is dependent on funds.
AZ: Douglas, Lukeville, Nogales, and San Luis
CA: Calexico and San Ysidro
ME: Coburn Gore, Houlton and Jackman
MT: Raymond, Sweetgrass
ND: Pembina (10% only) and Portal
TX: Laredo and Presidio
WA: Oroville
VT: Beecher Falls and Norton

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:
Hector Herrera: hector.m.herrera@cbp.dhs.gov
Adriana Carranza: adriana.a.carranza@cbp.dhs.gov
Minimum Qualifications to Apply:
- U.S. Citizen
- Be under the age of 40 (if veteran’s preference eligible-no age limit)
- 3 years full time work experience or 4 year degree (or combination, every full year of college = 3 months work experience, part-time, acceptable must equal 5460 hours)
- No felony convictions
- No domestic violence convictions
- 3 years of residency in the U.S.
- Good credit history

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

Must:
- Pass an Entrance Exam
  Logical Reasoning Test, Arithmetic Reasoning Test and Writing Skills Test
- Entrance Exam waived for applicants who qualify as GS9
- Pass a Structured Interview
- Pass a Fitness Test:
  Push-Ups: 12 in 60 seconds
  Sit-Ups: 20 in 60 seconds
  12’ Step Test: 120 steps/min for 5 min
- Pass a Medical Exam
- Pass a Drug Screening
- Pass a Background Check
- Pass a Polygraph Exam

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.
- PT: If passed, results are valid for 1 year. Applicant must reapply if PT is failed.

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

Additional Information
- Additional information regarding the hiring process, study guides, and FAQ’s is available at www.cbp.gov.

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.