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

Retirement:
Eligible with 20 years of service at age 50 OR at any age with 25 years of service.

Annual Leave:
Annual leave is accrued each pay period based on years in federal service:
1-3 years—(4) four hours of leave
3-15 years—(6) six hours of leave
15+ years—(8) eight hours of leave
** Capped at 240 hours a year

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

FEDERAL SALARY TABLE

<table>
<thead>
<tr>
<th>GRADE</th>
<th>BASE PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS-5</td>
<td>$33,394</td>
</tr>
<tr>
<td>GS-7</td>
<td>$42,053</td>
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<tr>
<td>GS-9</td>
<td>$51,440</td>
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<tr>
<td>GS-11</td>
<td>$62,236</td>
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<tr>
<td>GS-12</td>
<td>$74,596</td>
</tr>
</tbody>
</table>

Extra Pay for Designated Duty Locations
If an applicant selects an incentive duty location listed on the announcement they will receive an additional percentage of their salary each year for the first 3 years of employment. This incentive will be dependent on location and can range from 10%-33% of the employee’s salary. This incentive is strictly offered to new federal employees and is dependent on agency funding.

El Paso Recruitment Offices:
9400 Viscount Blvd 915-730-7500
Ft. Bliss TAP Bldg, 503, Room 228 915-568-7406

RECRUITERS:
Hector Herrera: hector.m.herrera@cbp.dhs.gov
Adriana Carranza: adriana.a.carranza@cbp.dhs.gov
Joseph Venegas: joseph.nmi.venegas@cbp.dhs.gov
Lori Bolden: lori.bolden@cbp.dhs.gov
Minimum Qualifications:
- U.S. Citizen
- Under the age of 40 (age waiver for qualifying veterans)
- 3 years fulltime work experience (5460 hrs) OR a Bachelor’s degree
- No felony or domestic violence convictions
- 3 years of residency in the U.S.
- Good financial history

Military:
- Military members may “buy-back” their military service time (unless retired).
- Qualifying veterans may receive additional compensation for “on-the-job” training. For more information [www.gibill.va.gov](http://www.gibill.va.gov)
- 15 days of military leave/year for reserve or national guard obligations
- Polygraph waiver applicants who are active duty and hold a TS-SCI clearance

PT1 Requirements:
- Push-ups: 12 in 60 seconds
- Sit-ups: 20 in 60 seconds
- 12” Step Test: 120 steps/min/ for 5 min

Academy PT Requirements:
- 1.5 Miles in 15 minutes or less
- 220 meter run in 45 seconds or less
- 24 push-ups in 1 minute

Drug Use Policy:
- No Marijuana or Marijuana products, anabolic steroids, or prescription drug misuse in the past TWO years
- No use of Schedule I-V drugs in the past THREE years. Cocaine, methamphetamine, ecstasy, heroin, etc

It is imperative that you check your email (inbox, junk, spam) on a daily basis. All appointments and updates are sent via email.

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