

**HONOR. DUTY.
AND A WORLD
OF OPPORTUNITY.**

***JOIN OUR CBP
ARIZONA TEAM.***

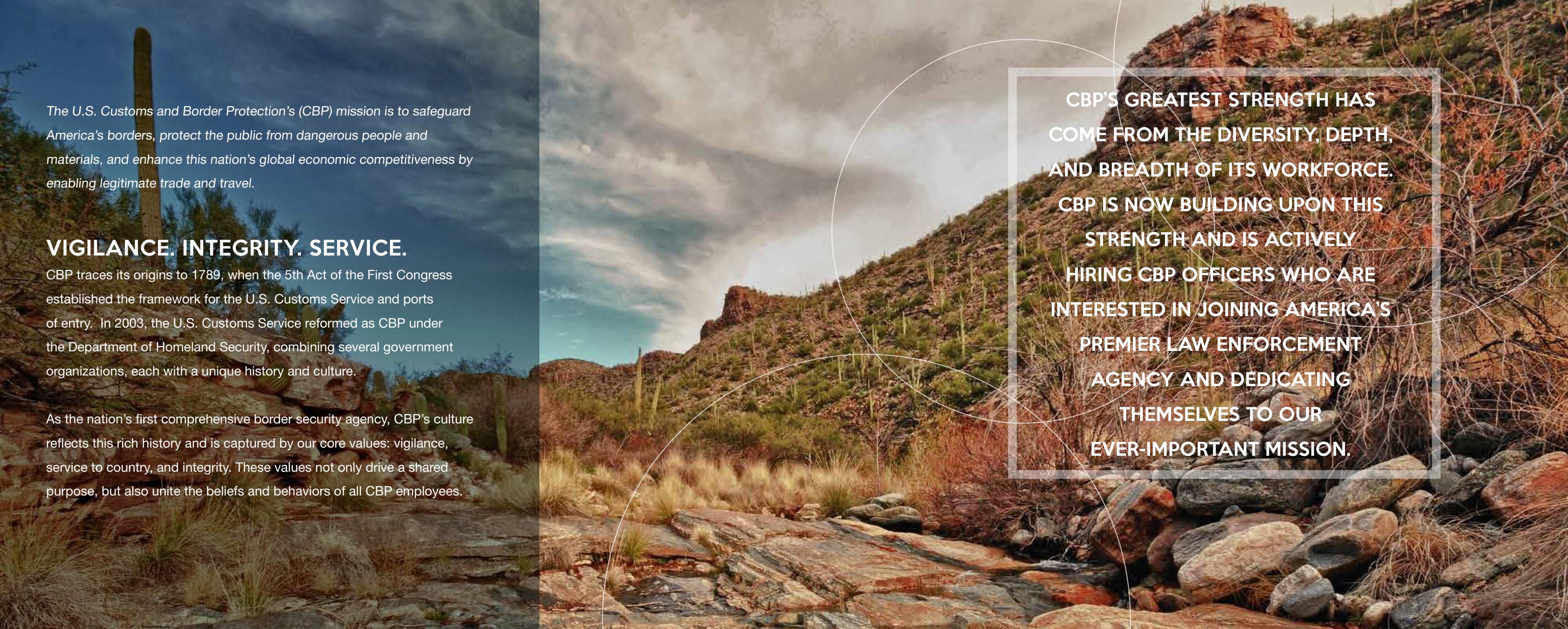


**U.S. Customs and
Border Protection**

VIGILANCE.
INTEGRITY.
SERVICE.

LEADING
THIS NATION
IN SAFEGUARDING
OUR BORDERS
AND PROMOTING
ECONOMIC
PROSPERITY





The U.S. Customs and Border Protection's (CBP) mission is to safeguard America's borders, protect the public from dangerous people and materials, and enhance this nation's global economic competitiveness by enabling legitimate trade and travel.

VIGILANCE. INTEGRITY. SERVICE.

CBP traces its origins to 1789, when the 5th Act of the First Congress established the framework for the U.S. Customs Service and ports of entry. In 2003, the U.S. Customs Service reformed as CBP under the Department of Homeland Security, combining several government organizations, each with a unique history and culture.

As the nation's first comprehensive border security agency, CBP's culture reflects this rich history and is captured by our core values: vigilance, service to country, and integrity. These values not only drive a shared purpose, but also unite the beliefs and behaviors of all CBP employees.

CBP'S GREATEST STRENGTH HAS COME FROM THE DIVERSITY, DEPTH, AND BREADTH OF ITS WORKFORCE. CBP IS NOW BUILDING UPON THIS STRENGTH AND IS ACTIVELY HIRING CBP OFFICERS WHO ARE INTERESTED IN JOINING AMERICA'S PREMIER LAW ENFORCEMENT AGENCY AND DEDICATING THEMSELVES TO OUR EVER-IMPORTANT MISSION.

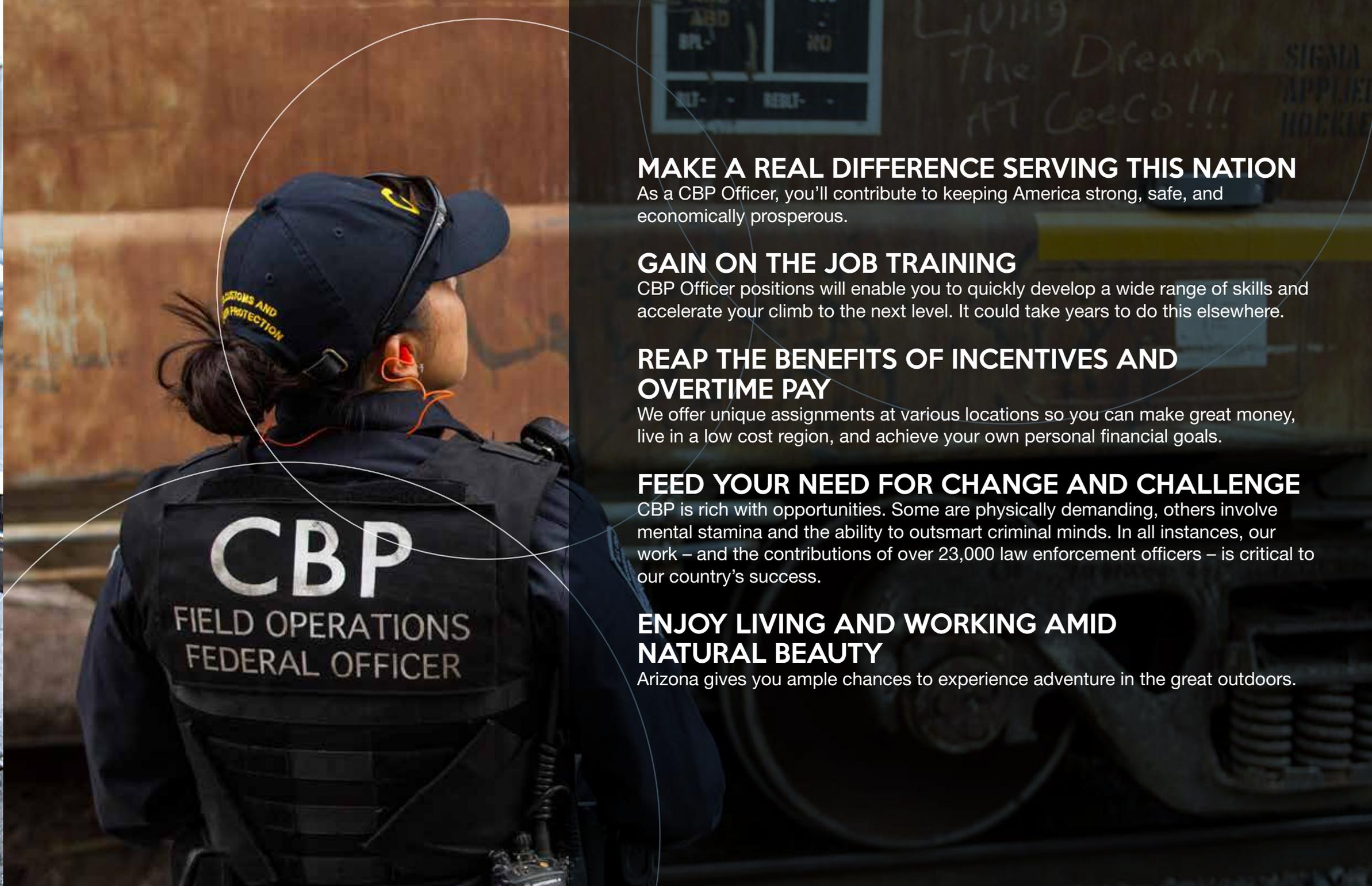
THERE ARE NUMEROUS CBP OFFICER
JOB OPPORTUNITIES IN ARIZONA
THAT WILL ALLOW YOU TO BEGIN
YOUR CAREER IN FEDERAL LAW
ENFORCEMENT.

A photograph of a CBP officer in uniform, wearing a cap with 'CBP' on it and a vest with 'POLICE U.S. CUSTOMS AND BORDER PROTECTION TORRES' on it. The officer is looking down, possibly at a device or document, inside a vehicle. The background is blurred, showing the interior of a car.

OPPORTUNITIES



**WHEN YOU
JOIN OUR
TEAM,
YOU CAN:**



MAKE A REAL DIFFERENCE SERVING THIS NATION

As a CBP Officer, you'll contribute to keeping America strong, safe, and economically prosperous.

GAIN ON THE JOB TRAINING

CBP Officer positions will enable you to quickly develop a wide range of skills and accelerate your climb to the next level. It could take years to do this elsewhere.

REAP THE BENEFITS OF INCENTIVES AND OVERTIME PAY

We offer unique assignments at various locations so you can make great money, live in a low cost region, and achieve your own personal financial goals.

FEED YOUR NEED FOR CHANGE AND CHALLENGE

CBP is rich with opportunities. Some are physically demanding, others involve mental stamina and the ability to outsmart criminal minds. In all instances, our work – and the contributions of over 23,000 law enforcement officers – is critical to our country's success.

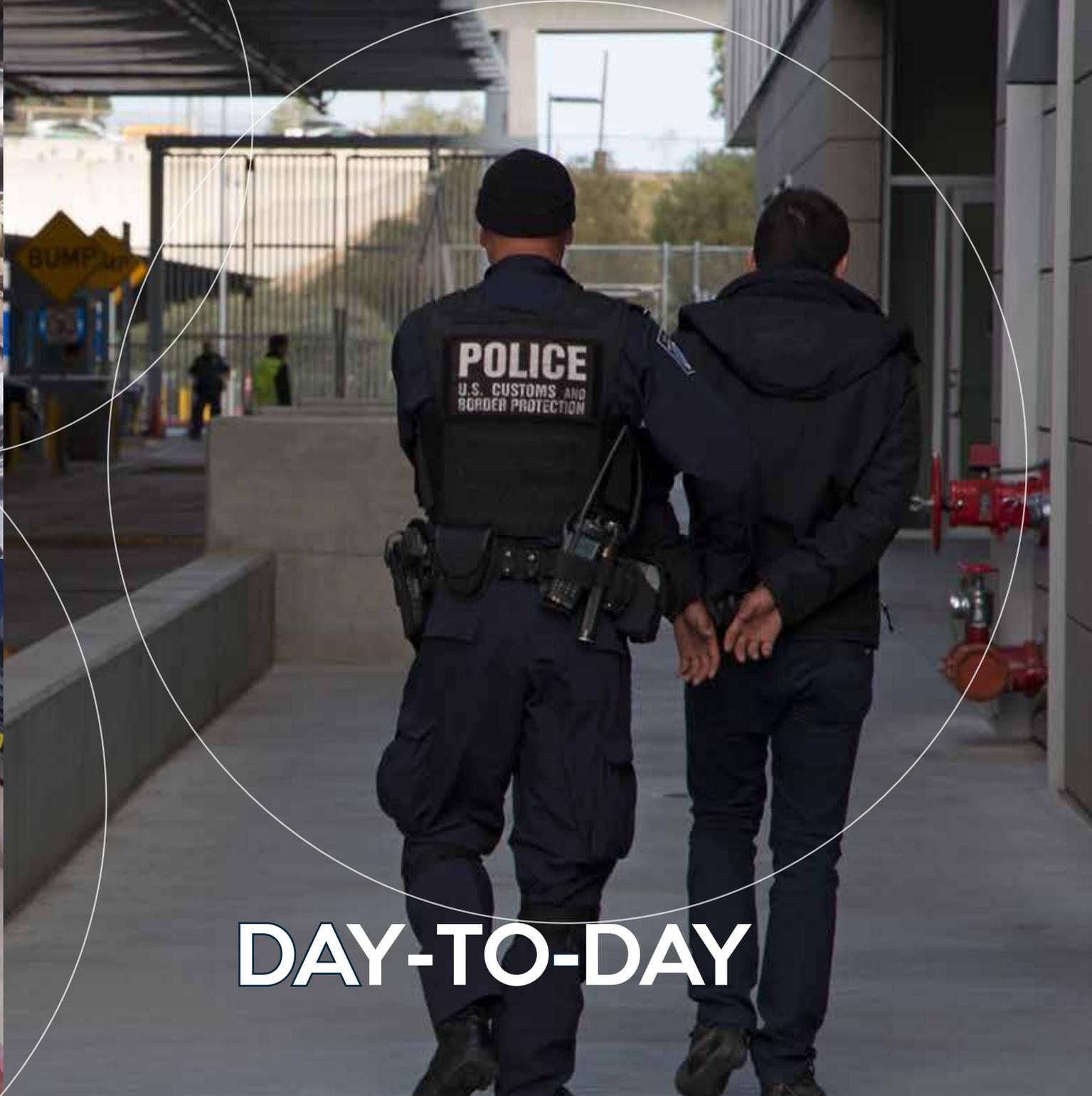
ENJOY LIVING AND WORKING AMID NATURAL BEAUTY

Arizona gives you ample chances to experience adventure in the great outdoors.

**ON A DAILY BASIS, OUR FOCUS
INCLUDES THESE ACTIONS TO
PROTECT OUR NATION**

SAFEGUARDING OUR BORDERS

CBP Officers lead the Agency's border security mission at ports of entry to fight terrorism, stop illegal immigration, expose drug smuggling operations, and end human trafficking. Together, we protect our border against air, land, and sea threats.



DAY-TO-DAY

The image shows two CBP officers in full tactical gear, including helmets with night vision and communication equipment, and body armor. They are holding rifles and standing in a field with a building in the background. The scene is brightly lit, suggesting daytime. The officers are looking towards the right of the frame. The background shows a building with a window and some outdoor furniture.

FIGHTING TERRORISM

As one of the world's largest law enforcement organizations, CBP's top priority is to keep terrorists and their weapons from entering the U.S. while keeping our country safe. CBP Officers are on the frontlines of America's efforts to combat terrorism and extremism, and disrupt transnational crime.

LEADING THE WAY IN ILLEGAL DRUG SEIZURES

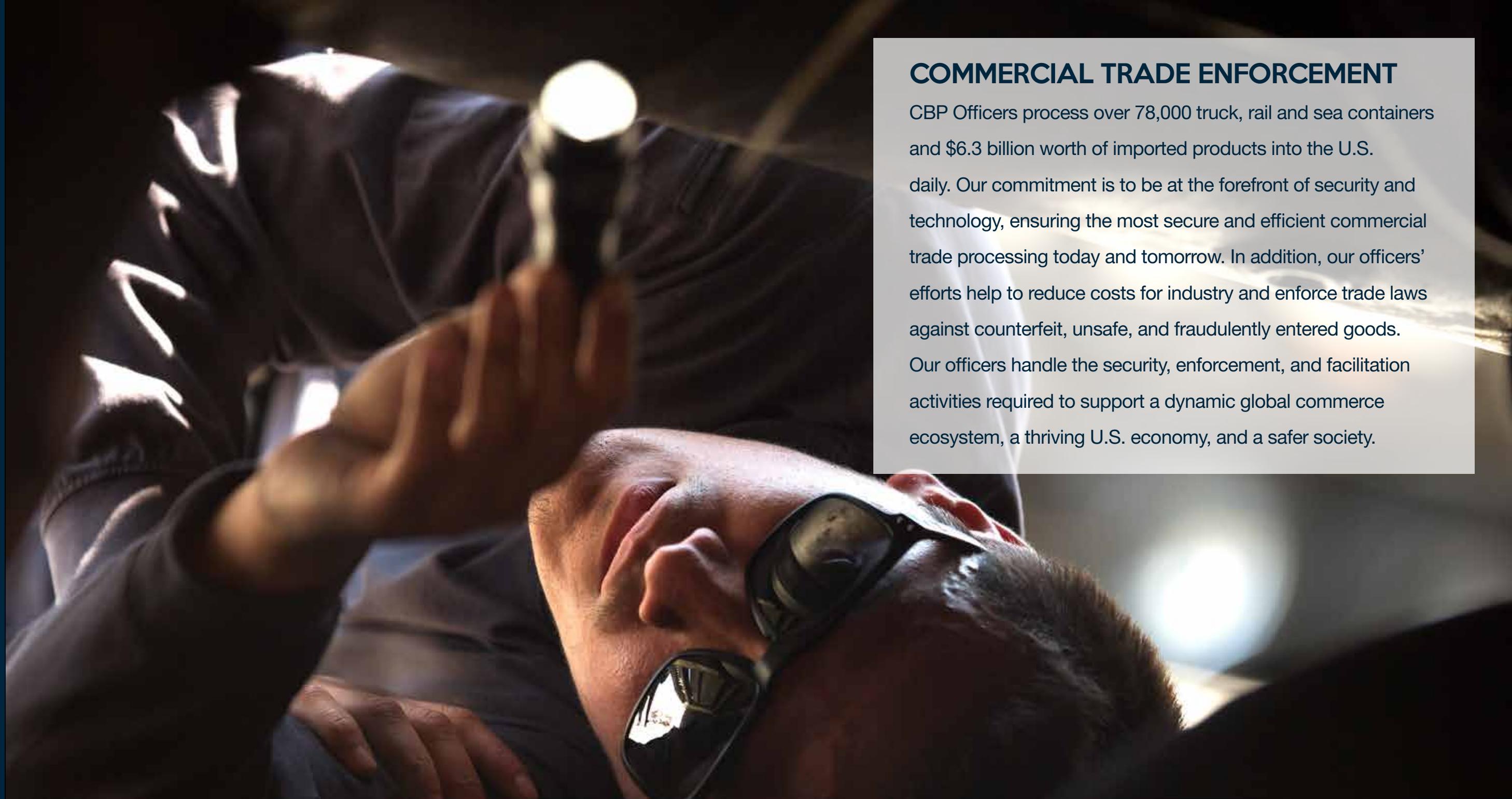
CBP Officers are the frontline of U.S. drug enforcement along the Southwest border. Equipped with leading technology and security protocols, our officers detect and prevent more than 1,800 pounds per day of fentanyl, marijuana, heroin, cocaine, methamphetamines and other illegal drugs from entering the U.S.

IMMIGRATION

Almost a million times each day, CBP officers welcome international travelers into the U.S. In screening both foreign visitors and returning U.S. citizens, CBP uses a variety of techniques to assure that global tourism remains safe and strong.

COMMERCIAL TRADE ENFORCEMENT

CBP Officers process over 78,000 truck, rail and sea containers and \$6.3 billion worth of imported products into the U.S. daily. Our commitment is to be at the forefront of security and technology, ensuring the most secure and efficient commercial trade processing today and tomorrow. In addition, our officers' efforts help to reduce costs for industry and enforce trade laws against counterfeit, unsafe, and fraudulently entered goods. Our officers handle the security, enforcement, and facilitation activities required to support a dynamic global commerce ecosystem, a thriving U.S. economy, and a safer society.



**STATISTICS
TELL OUR
STORY**

**WORKING COLLABORATIVELY,
CBP OFFICERS AND OUR
AGENCY COUNTERPARTS HAVE
AMASSED A LONG LIST OF
ACCOMPLISHMENTS.**

**THESE STATISTICS TELL OUR
STORY AS A PREMIER LAW
ENFORCEMENT AGENCY.**



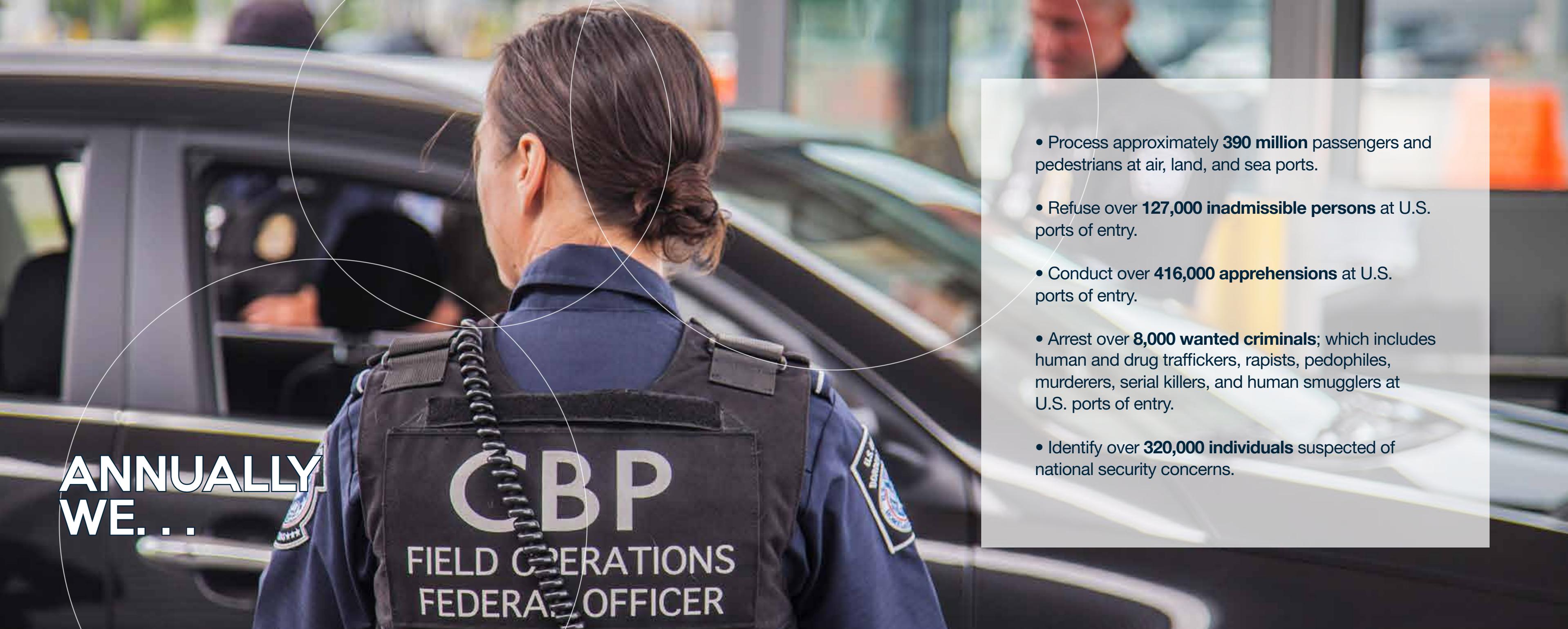
DAY IN THE LIFE

DID YOU KNOW?

CBP Officers were instrumental in the capturing of the “underwear bomber” in 2009 and the “Times Square bomber” in 2010. These attacks would have been some of the deadliest since 9/11.

In a typical day CBP seizes:

- **1,800 pounds** of illegal drugs including fentanyl, marijuana, heroin, cocaine, methamphetamines, and others.
- Over **\$178,000** in unreported currency
- **\$3.8 million** worth of counterfeit goods daily



**ANNUALLY
WE...**

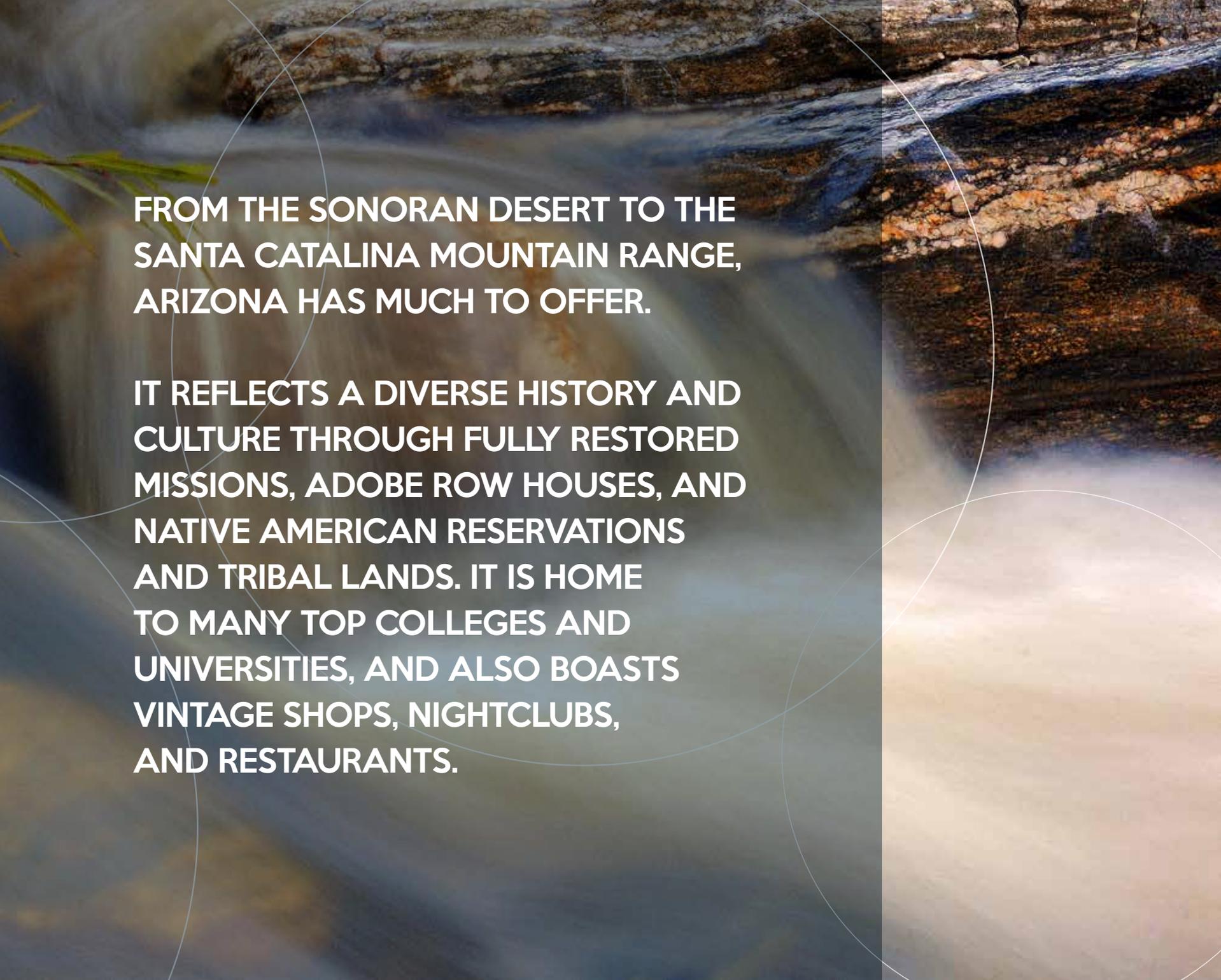
- Process approximately **390 million** passengers and pedestrians at air, land, and sea ports.
- Refuse over **127,000 inadmissible persons** at U.S. ports of entry.
- Conduct over **416,000 apprehensions** at U.S. ports of entry.
- Arrest over **8,000 wanted criminals**; which includes human and drug traffickers, rapists, pedophiles, murderers, serial killers, and human smugglers at U.S. ports of entry.
- Identify over **320,000 individuals** suspected of national security concerns.



LIVING IN ARIZONA

FROM THE SONORAN DESERT TO THE SANTA CATALINA MOUNTAIN RANGE, ARIZONA HAS MUCH TO OFFER.

IT REFLECTS A DIVERSE HISTORY AND CULTURE THROUGH FULLY RESTORED MISSIONS, ADOBE ROW HOUSES, AND NATIVE AMERICAN RESERVATIONS AND TRIBAL LANDS. IT IS HOME TO MANY TOP COLLEGES AND UNIVERSITIES, AND ALSO BOASTS VINTAGE SHOPS, NIGHTCLUBS, AND RESTAURANTS.





**AS YOU CONSIDER
POTENTIAL CBP OFFICER JOB
OPPORTUNITIES IN ARIZONA,
HERE ARE SOME FACTS YOU
SHOULD KNOW:**

A TEMPERATE CLIMATE AND AN OUTDOOR LIFESTYLE

In Arizona, there are approximately 300 days of sunshine and 14.6 million acres of national forests and recreation areas, including waterparks and wineries. The area boasts a “Top 10” list of must-see mountain ranges and is a paradise for hiking, biking, fishing, hunting, and skiing. There are also historic mines, Spanish ruins, and the Kitt Peak National Observatory.

A THRIVING LOCAL ECONOMY AND STRONG JOB MARKET

The area is a hub for healthcare, biotech, aerospace, banking, and manufacturing. Businesses have moved to Arizona because of its two major cities, Tucson and Phoenix, and has among the lowest income tax rates in the nation.

LOW COST LIVING

Arizona has affordable housing with a range of options to suit any family size and budget, including townhomes and condos for less than \$100,000, as well as larger single family homes with an average value of \$217,600. The rental market also offers possibilities, with studios in the city center available for less than \$500 to 3-bedrooms in the suburbs for \$1,200 per month.

STARTING BASE PAY

The starting base pay for CBP Officer positions in Arizona, ranges from \$33,625 to \$50,949. With our three year 25% annual bonus, for those who qualify, in addition to overtime, your pay could be as high as \$87,030 to \$108,680.



TOP-NOTCH DINING, MUSEUMS, AND SHOPPING

In Arizona, you can immerse yourself in a range of cultural experiences—from enjoying art museums and theater to live music and dance. The area is also renowned for its local artisan cuisine and vast array of restaurants sure to delight any palate.

GREAT LOCATION AND CLOSE PROXIMITY

The area is centrally located and easy to get to by car or plane. For some port locations, it's possible to commute from Tucson, Sierra Vista, and Yuma.

GOOD SCHOOLS, SAFE NEIGHBORHOODS, AND COMPETITIVE HEALTHCARE OPTIONS

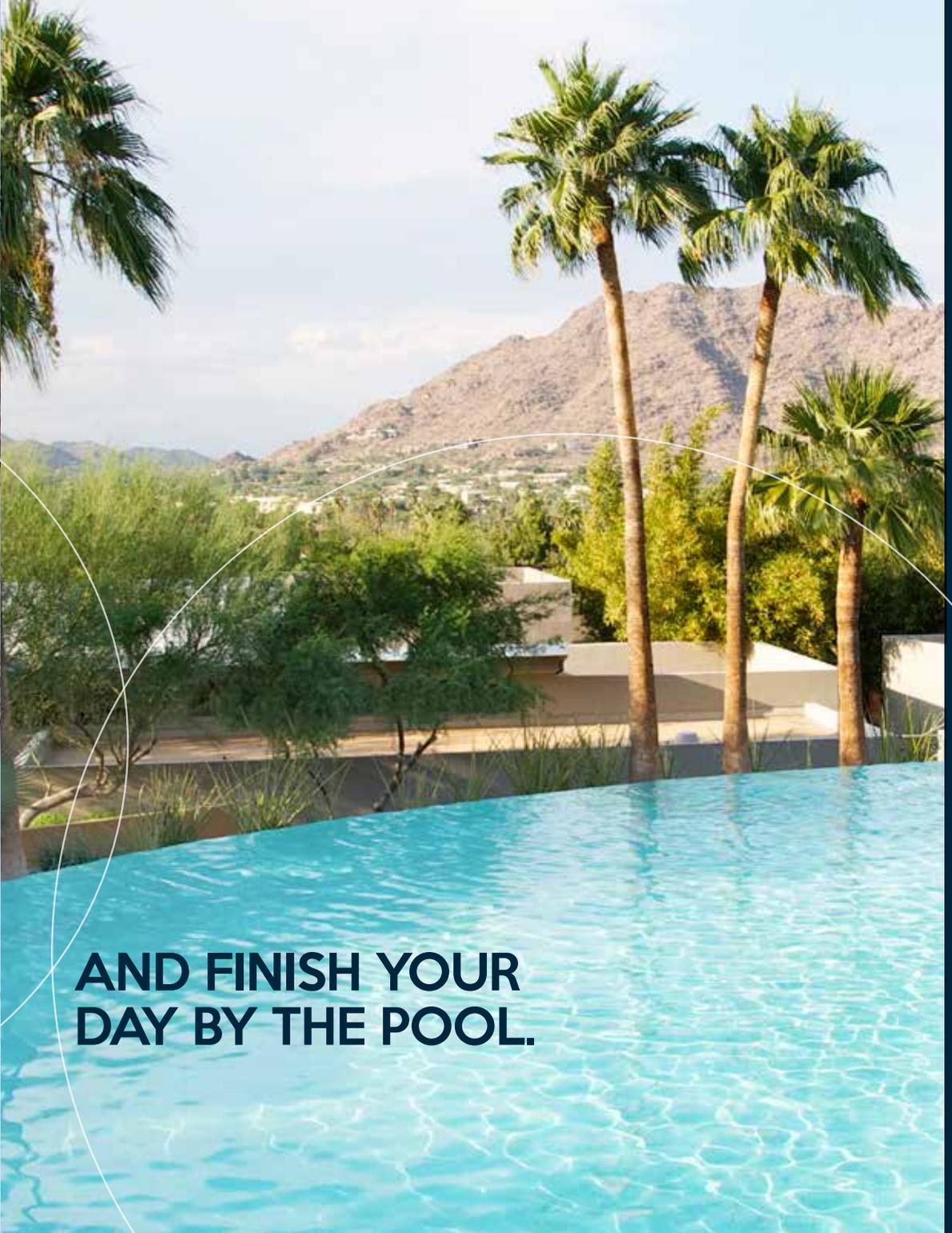
Arizona has a variety of diverse, safe communities and 5 of the nation's top 10 high schools, according to U.S. News rankings. It also offers quality healthcare options and even top-of-the-line birthing centers.





**IN ARIZONA...
YES, IT SNOWS.**

**HIT THE SLOPES
IN THE MORNING,**



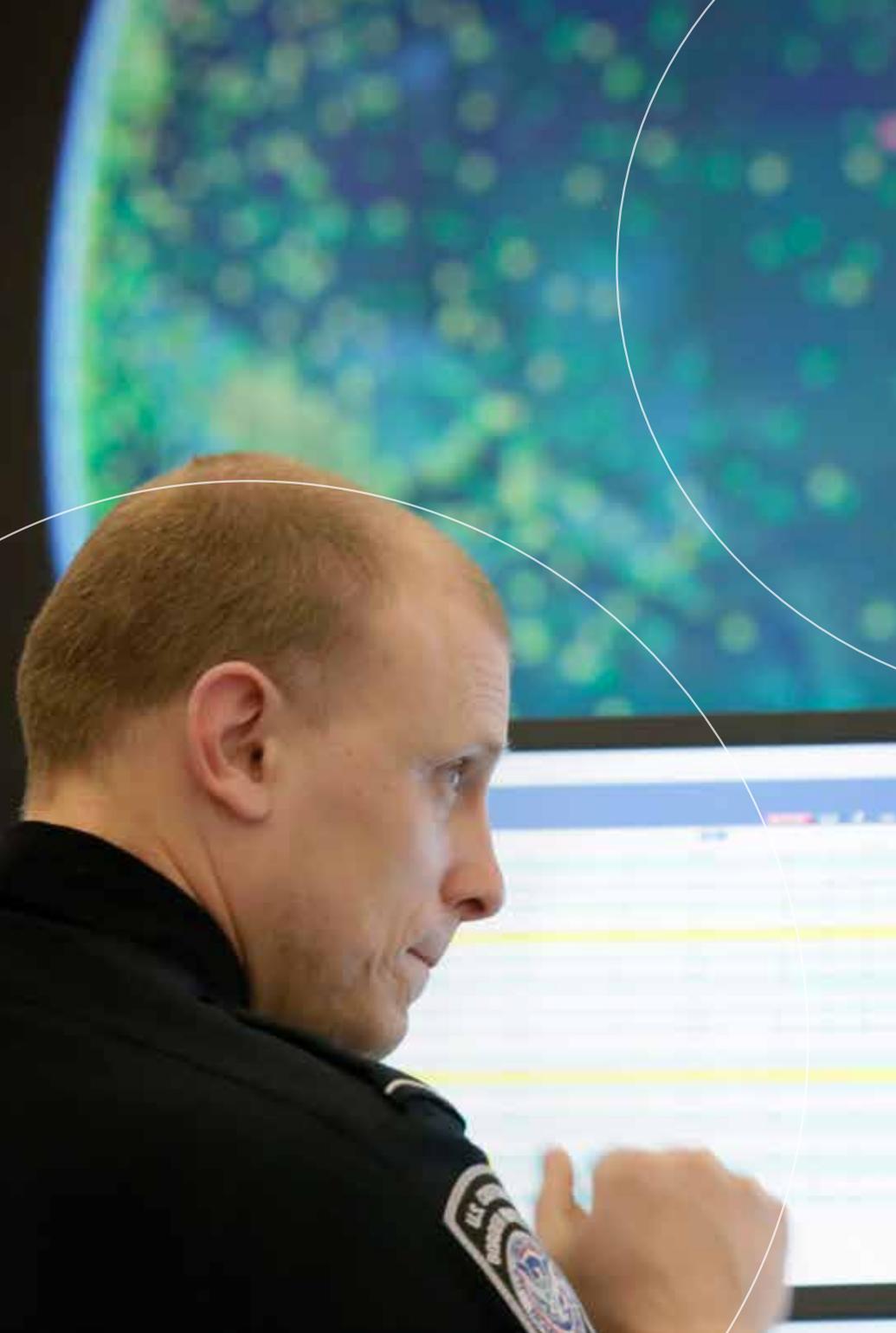
**AND FINISH YOUR
DAY BY THE POOL.**

In Arizona there are multiple job opportunities at four ports in particular, Nogales, San Luis, Douglas, and Lukeville. Depending upon prior work experience and the position, a candidate may enter the CBP workforce at a number of different civil service pay grades, including a GS-05, GS-07, or GS-09.

For those who qualify, new CBP Officers assigned to Arizona will receive a 25% annual bonus each year, for the first three years. For example, a CBP Officer entering at a GS-05, with a base pay of \$33,625, will receive an additional bonus of \$8,406 per year.

More opportunities to increase your pay:

- Time and a half hourly pay for working Sundays
- 15-20% boost in hourly pay for working nights
- Up to 5% bonus just for using a foreign language for work
- Overtime paid at double the hourly rate



COMPETITIVE SALARY, FEDERAL JOB SECURITY, AND BENEFITS PACKAGE

- Federal employee health benefits
- Paid leave: annual, sick, and holiday
- Uniform allowance
- Paid training
- Child care subsidy

RETIREMENT AND INSURANCE BENEFITS

- Federal 401k-type retirement plan
- Credit for military service
- Law enforcement retirement benefits
- Federal Employees Group Life Insurance
- Eligible for retirement at 20 years

2018 ARIZONA CBP OFFICER AVERAGE SALARY

POSITION GRADE	AVG. ANNUAL SALARY	LOCATION BONUS PER YEAR	FOREIGN LANGUAGE BONUS	POSSIBLE OVERTIME	AVG. HOURLY RATE	AVG. SUNDAY OVERTIME HOURLY RATE TIME & A HALF	AVG. EVENING HOURLY RATE- 20% BOOST
GS-05	\$33,625	\$8,406	\$1,681	\$45,000	\$15.85	\$23.78	\$19.02
GS-07	\$41,652	\$10,413	\$2,083	\$45,000	\$19.88	\$29.82	\$23.86
GS-09	\$50,949	\$12,737	\$2,547	\$45,000	\$24.21	\$36.32	\$29.05
GS-11	\$61,642	N/A	\$3,082	\$45,000	\$29.36	\$44.04	\$35.23
GS-12	\$73,884	N/A	\$3,694	\$45,000	\$39.30	\$58.95	\$47.16

WHAT'S NEXT...

AS YOUR CAREER WITH CBP ADVANCES, EXPLORE UNIQUE OPPORTUNITIES TO ADVANCE YOUR SKILLS THROUGH ADDITIONAL RESPONSIBILITIES AND TRAINING, AS WELL AS THE OPTION TO RELOCATE TO ONE OF CBP'S 300+ U.S. PORTS AND INTERNATIONAL PRE-CLEARANCE STATIONS.

EXPAND YOUR HORIZON

Expand your skills as a CBP Officer through additional roles and training with the K-9 Inspection, Special Response Team (SRT), Tactical Terrorism Response Team (TTRT), and more.

Be part of the largest and most diverse law enforcement canine program in the U.S. With more than 1,500 canine teams, CBP's K-9 Inspection units thwart terrorists and drain the financing operations of terrorist and drug trafficking operations through the detection and seizure of explosives, cash and contraband.

Explore the SRT, the tactical and special response arm of the Office of Field Operations. SRT Operators are selected and trained to resolve complex and dangerous situations for regular CBP Officers.

Join the TTRT, specially trained units of CBP Officers in counterterrorism and national security concerns. They exploit intelligence and respond swiftly to counter threats to our nation.

Learn more about CBP's National Targeting Center in Virginia, whose team works nonstop to catch travelers and detect cargo that threaten our country's security.

RELOCATE WITHIN CBP

Enjoy the option to relocate in the U.S. or abroad. While CBP Officers are initially hired to locations based on mission need, you may have the opportunity to change duty locations after a period of time. Our 23,000+ officers staff over 300 land, air, and sea ports in the U.S. and 15 pre-clearance stations in 6 countries, with plans for future expansion.

ARIZONA-BASED CBP JOB OPPORTUNITIES.

To learn more about the opportunities at the
Tucson Field Office, speak with a recruiter or visit

<https://www.cbp.gov/careers/cbpo>



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Border Protection**