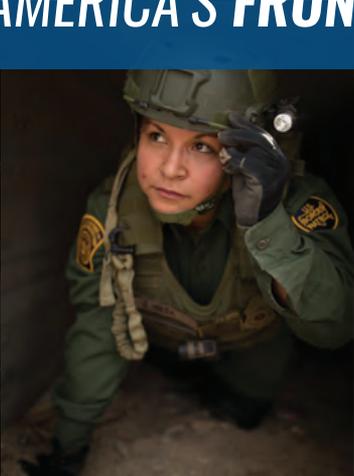




JOIN AMERICA'S FRONTLINE



BENEFITS GUIDE FOR AGENTS AND OFFICERS



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

52
countries

328
ports of entry within 20 field offices

135
Border Patrol stations within 20 sectors

74
Air and Marine Operations locations

(Based on fiscal year 2019 Data)

JOIN AMERICA'S FRONTLINE

Border fence near San Diego.

Why join U.S. Customs and Border Protection?

U.S. Customs and Border Protection (CBP) is a premier law enforcement agency that safeguards America's borders. Every day, CBP protects the public from dangerous threats and materials attempting to cross the border, while enhancing the nation's global economic competitiveness by enabling legitimate trade and travel.

Not only is CBP an exciting place to work, but we offer excellent benefits —from the inception of your career into retirement!

On a typical day, CBP:

- PROCESSED:**
- » 1,124,075 passengers and pedestrians
 - » 371,912 incoming international air passengers and crew
 - » 70,414 passengers and crew on arriving ship/boat
 - » 681,750 incoming land travelers
 - » 273,338 incoming privately owned vehicles
 - » 78,703 truck, rail, and sea containers
 - » \$7.3 billion worth of imported products
 - » 97,342 entries of merchandise at air, land, and sea ports of entry
 - » \$224 million in duties, taxes and other fees, including more than \$197 million in duties
- CONDUCTED:**
- » 2,354 apprehensions between U.S. ports of entry
 - » 23 arrests of wanted criminals at U.S. ports of entry
 - » 790 refusals of inadmissible persons at U.S. ports of entry
- DISCOVERED:**
- » 314 pests at U.S. ports of entry and 4,695 materials for quarantine: plant, meat, animal byproduct, and soil
- SEIZED:**
- » 3,707 pounds of narcotics; disrupted 109 pounds of narcotics
 - » \$207,356 in undeclared or illicit currency
 - » \$4.3 million worth of products with intellectual property rights violations
- INTERCEPTED:**
- » 18 fraudulent documents
- DEPLOYED:**
- » More than 1,411 canine teams and 278 horse patrols
- FLEW:**
- » 202 enforcement hours at and beyond the border, and within the nation's interior
- FLOATED:**
- » 66 float hours of enforcement missions in the U.S.



Air and Marine Operations agents provide supplies to local residents in Puerto Rico following Hurricane Maria.



Financial Security

When you join America's frontline, you will receive a steady income, varied based on your GS¹/GL² level, your component office, and your location. Flip through the next few pages for sample pay scales for a selection of frontline positions with CBP.

Did you know, when you join American's frontline you can:

- » Earn up to **\$45,000 in overtime and premium pay** annually?
- » Be eligible for **noncompetitive promotion** to the next higher grade level (without reapplying) once you successfully complete one year in each grade level (up to the full performance level of the position)?
- » Receive **cash awards** as recognition for superior efforts?
- » Receive excellent job-related **training**?
- » Earn paid **annual and sick leave**?
- » Receive **uniform allowance**?
- » Receive **transportation subsidy**?
- » Earn up to an **additional 33% in incentive pay** for accepting assignments in certain locations?

¹ The General Schedule (GS) is a worldwide pay system with 15 grades and 10 steps in each grade for more than 400 occupations.

² Employees covered by the General Schedule classification and pay system (1) who are law enforcement officers (LEOs) and (2) who receive special base rates at grades 3-10 under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA).

“The **variety** is my favorite aspect of the job.”

“I love my job as a Border Patrol agent with CBP. It not only offers me the opportunity to protect America’s borders, but also offers me the opportunity to pursue my personal passions and interests. I always tell people that the U.S. Border Patrol is full of opportunities that will suit a variety of interests.”

Border Patrol agents (BPA) are focused 24/7 on securing our international land border and coastal waters between ports of entry. They safeguard the American people from terrorists and their weapons, drug smuggling, and illegal entry of undocumented immigrants.

BORDER PATROL AGENTS

A Border Patrol agent patrols the South Texas border on an all-terrain vehicle.

			Total \$105,388
	Total \$89,236		
Total \$66,808		Base Salary \$55,756	Base Salary \$66,829
	Base Salary \$47,619		Locality \$12,593
Base Salary \$42,698		Locality \$10,507	
	Locality \$8,973		Overtime \$19,856
Locality \$8,046		Overtime \$16,566	
	Overtime \$14,148		Night Pay Differential \$1,930
Overtime \$12,686		Night Pay Differential \$1,873	
	Night Pay Differential \$1,279		Differentials \$4,179
Night Pay Differential \$986		Differentials \$4,535	
	Differentials \$3,173		
Differentials \$2,392			
BPA GL-7	BPA GL-9	BPA GS-11	BPA GS-12

Based on fiscal year 2021 pay scale for GS/GL, Step 1 positions. Salaries include an average of locality, overtime, shift differential, and will vary by location.

“There is always a chance to **learn** something new.”

“I enjoy working for CBP because of its fast-paced, ever-evolving environment. Working to interdict threats against the United States is rewarding. There is always a chance to learn something new and to share with your fellow officers the knowledge you possess.”

CBP officers (CBPO) work in a fast-paced environment at 328 ports of entry throughout the U.S. They are responsible for border security – including counterterrorism, customs, immigration, trade, and agriculture.

CBP OFFICERS

A CBP officer inspects a vehicle at the Bridge of America's Cargo Facility.

				Total \$101,219
		Total \$87,443	Base Salary \$66,829	
	Total \$67,973	Base Salary \$55,756	Locality \$13,007	Locality \$15,590
Total \$41,823	Base Salary \$37,674	Locality \$10,750	Overtime \$8,286	Overtime \$8,269
Base Salary \$30,414	Locality \$8,788	Overtime \$5,522	Differentials \$10,394	Differentials \$10,531
Locality \$7,095	Overtime \$4,458	Differentials \$5,618		
Overtime \$2,486	Differentials \$4,315			
Differentials \$1,828				
CBPO GS-5	CBPO GS-7	CBPO GS-9	CBPO GS-11	CBPO GS-12

Based on fiscal year 2021 pay scale for GS, Step 1 positions. Salaries include an average of locality, overtime, shift differential, and will vary by location.

“I feel privileged to be a member of the **most capable** airborne/maritime agency in America.”

“The opportunity to help the citizens of America in their time of need is one of the greatest honors in my life. I feel privileged to be a member of the most capable airborne/maritime agency in America.”

Air interdiction agents (AIA) pilot airplanes, helicopters, and unmanned aircraft systems to interdict inbound threats to the U.S. and investigate dangerous criminal networks.

Aviation enforcement agents (AEA) operate sophisticated radar and sensor systems onboard aircraft to detect, monitor, investigate, and record the movement of aircraft, marine vessels, and vehicles attempting to smuggle contraband into or out of the U.S.

AIR AND MARINE AGENTS

Total \$93,157	Total \$111,657	Total \$132,774	Total \$72,225	Total \$84,566	Total \$101,360
Base Salary \$55,204	Base Salary \$66,167	Base Salary \$78,681	Base Salary \$47,148	Base Salary \$55,204	Base Salary \$66,167
Locality \$19,321	Locality \$23,158	Locality \$27,538	Locality \$10,632	Locality \$12,449	Locality \$14,921
Law Enforcement Availability Pay \$18,361	Law Enforcement Availability Pay \$22,331	Law Enforcement Availability Pay \$26,555	Law Enforcement Availability Pay \$14,445	Law Enforcement Availability Pay \$14,921	Law Enforcement Availability Pay \$20,272
AIA GS-11	AIA GS-12	AIA GS-13	AEA GL-9	AEA GS-11	AEA GS-12

Based on fiscal year 2021 pay scale for GS, Step 1 positions. Salaries include an average of locality¹, overtime, shift differential, and will vary by location.

¹AIA salaries include an additional 35% special salary rate.

An air interdiction agent aids in rescue efforts following Hurricane Harvey.

“Every aspect of this job is **fulfilling.**”

“From the small unit, family type comradery, to the sheer adrenaline rush of going into action with your brothers around you, every aspect of this job is fulfilling. It is brotherhood, drive, honor, and valor. I am extremely proud of what I do.”

Marine interdiction agents (MIA) command vessels, conduct maritime patrols, surveillance, high-speed vessel pursuits, and investigations to prevent acts of terrorism and the smuggling of contraband into or out of the U.S.

AIR AND MARINE AGENTS

Air and Marine Operations crews conduct operations in South Florida.

		Total \$101,533
Total \$72,347	Total \$84,710	
Base Salary \$47,619	Base Salary \$55,756	Base Salary \$66,829
Locality \$10,259	Locality \$12,012	Locality \$14,397
Law Enforcement Availability Pay \$14,469	Law Enforcement Availability Pay \$16,942	Law Enforcement Availability Pay \$20,307
MIA GL-9	MIA GS-11	MIA GS-12

Based on fiscal year 2021 pay scale for GS, Step 1 positions. Salaries include an average of locality, overtime, shift differential, and will vary by location.

Border Patrol agents on patrol in Southern Arizona.



Health Insurance

Workforce health is of utmost importance to CBP. Frontline personnel are eligible to choose from a variety of premium federal health insurance programs, including:

Federal Employees Health Benefits Program

The Federal Employees Health Benefits Program (FEHB) can help you and your family meet your health care needs. Federal employees, retirees, and their survivors enjoy the widest selection of health plans in the country.

Federal Employees Dental and Vision Insurance Program

Federal Employees Dental and Vision Insurance Program (FEDVIP) is a voluntary benefits program, separate and different from the FEHB Program. Eligible employees and annuitants eligible for FEHB coverage (whether or not enrolled) are eligible to enroll in a dental plan and/or a vision plan.

Flexible Spending Accounts

Flexible Spending Accounts (FSA) allow eligible employees to pay for certain health and dependent care expenses with pre-tax dollars. You may choose to make a voluntary allotment from your salary to your FSA account(s). You will not pay taxes on your allotments.

Federal Long Term Care Insurance Program

Long-term care is care that you need if you can no longer perform everyday tasks by yourself due to a chronic illness, injury, disability, or the aging process.

Additionally, you may be eligible to keep your health insurance in retirement and pay the same subsidized premium as you did as an employee.



A CBP officer and his canine screen boxed goods as they are inspected entering the United States at the Otay Mesa Port of Entry.



Life Insurance

A keystone of financial planning is ensuring your family and loved ones are taken care of financially, even after your death. CBP offers several federal life insurance programs to help you achieve your financial planning goals.

Federal Employees Group Life Insurance

Federal Employees Group Life Insurance (FEGLI) is the largest group life insurance program in the world, covering over 4 million federal employees and retirees as well as many of their family members.

Basic Employee Death Benefit Under Federal Employees Retirement System

When a Federal Employees Retirement System (FERS) employee passes away, a surviving spouse (or former spouse) and children may be eligible for a death benefit.

Special Agents Mutual Benefit Association Employee Benevolent Fund

All newly hired permanent full-time and part-time active employees have a 60-day opportunity to enroll in the Special Agents Mutual Benefit Association, Employee Benevolent Fund, which provides two options: Option 1: \$17,500 death benefit to designated beneficiary(ies) for \$26 per year or Option 2: \$35,000 death benefit for \$52 per year.



An Air and Marine Operations aviation enforcement agent operates sensors on the MQ-9 Predator B unmanned aircraft system.



Paid Time Off

CBP offers substantial leave benefits to employees. Below is a summary of paid time off:



13 to 26 days of annual leave accrued per year
(variation based on years federal service)



10 federal holidays per year



15 days of military reserve leave



13 days of sick leave accrued per year

Paid Training

CBP is committed to providing first-rate training for new and current employees to ensure staff are proficient in the latest technologies and techniques necessary to fulfill the CBP mission. As a CBP employee, you will receive paid job-related training to keep your skills fresh and up-to-date.



BORDER PATROL ACADEMY



A Border Patrol agent and “Bandit” patrol the rough South Texas terrain.

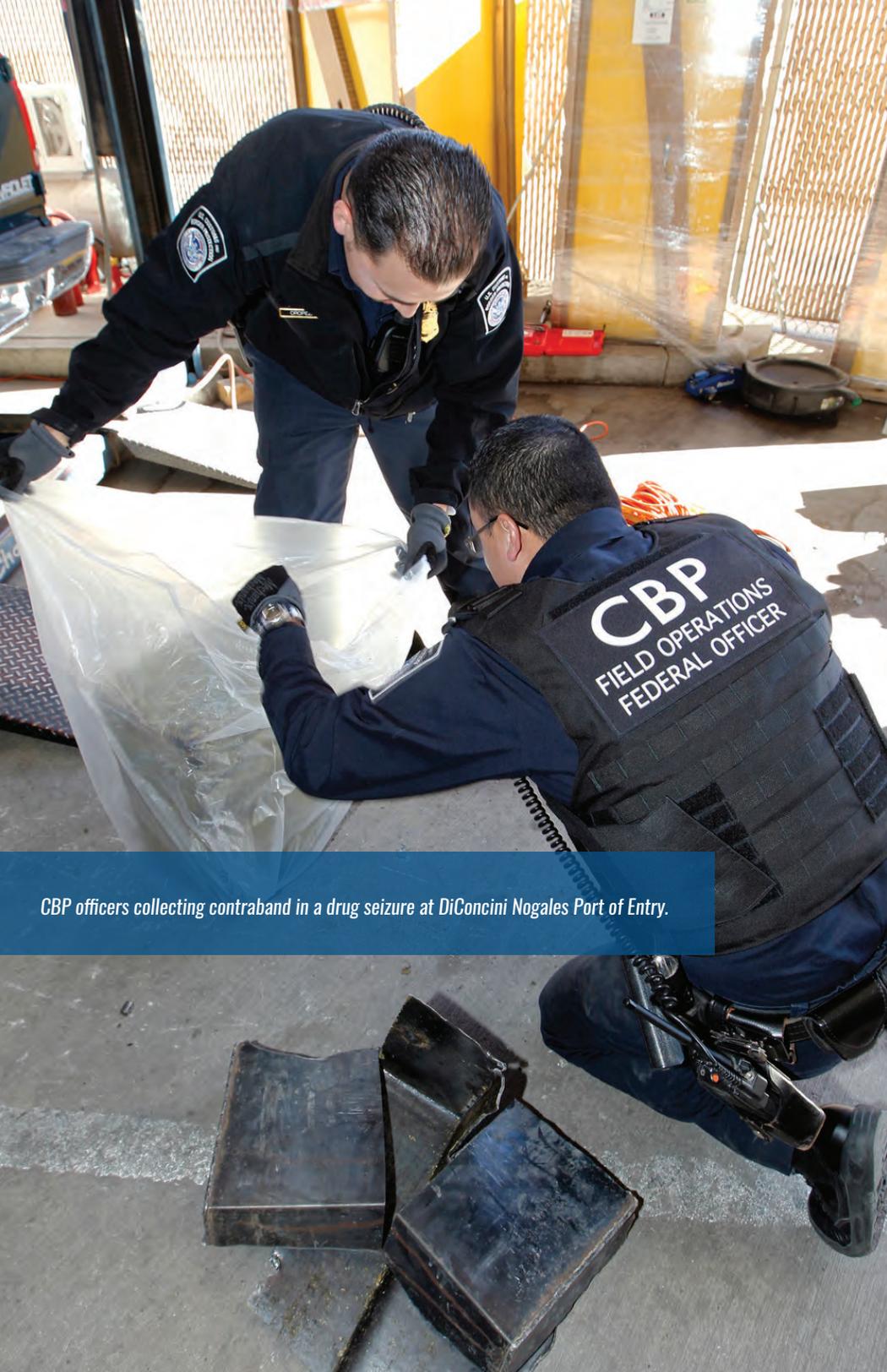


Work-Life Programs

CBP cares deeply about the health and well-being of the workforce. To ensure employees and their families are taken care of, CBP offers a number of work-life programs.

Employee Assistance Program*	Confidential counseling service available 24/7 provided by experienced counselors to address financial, legal, and personal issues for employees and their family members.
Childcare Subsidy	The Childcare Subsidy Benefit Program assists employees who use qualified childcare providers to provide childcare for their children.
Work-Life Services*	Work-Life Services are designed to help employees balance their work obligations and personal responsibilities. Services include financial consultations, legal services, elder care consultations, concierge services, and more.
Peer Support and Chaplaincy Programs*	Chaplains provide psychological, emotional, and spiritual support to CBP employees. Peer Support members offer employees the opportunity to meet with a trained peer who can provide support and assistance in developing a plan to deal with job-related stress.
Physical Fitness Program	The Physical Fitness Program allows CBP employees to use duty time to increase their physical fitness and overall well-being.
Professional Mentoring Program	The CBP Mentoring Program pairs mentees and mentors to help mentees explore and navigate career opportunities while developing a healthy work-life balance.
HealthierCBP	HealthierCBP is all about providing tools and resources for a strong body, healthy mind, and resilient spirit.
Relocation Opportunities	CBP’s Operational Mobility Program for BPAs offers developmental assignments for the journey-level workforce, building better agents with a broader experience base.
Tuition Assistance Program	The Tuition Assistance Program reimburses CBP federal employees for off-duty post-secondary education costs of tuition, fees, and books. Employees may apply for benefits up to \$1,500 per course and \$4,500 per calendar year.

* Programs available to CBP employees and their immediate family members.



CBP officers collecting contraband in a drug seizure at DiConcini Nogales Port of Entry.



Secure Retirement

We all look forward to a rewarding career, followed by a happy and secure retirement. But many Americans are not adequately saving to support themselves during the “golden years.” At CBP, not only will you receive a wide range of retirement benefits, you will also have access to training and resources to ensure you are secure and prepared during your retirement years.

CBP offers excellent retirement benefits, including eligibility for the Federal Employees Retirement System (FERS), which provides benefits from three sources: Social Security, Basic Benefit Plan, and the Thrifts Saving Plan (TSP).

Social Security	Under FERS, you may receive social security retirement payments.
Basic Benefit Plan	CBP employees may be eligible for the generous FERS basic annuity, which is a guaranteed lifetime pension, paid to retirees, is a percentage of your highest average basic pay earned during any three consecutive years of service.
Thrift Savings Plan	TSP is a tax-deferred retirement savings and investment plan that offers federal employees the same type of savings and tax benefits that many private corporations offer their employees under 401(k) plans. By participating in the TSP, federal employees have the opportunity to save part of their income for retirement, receive matching agency contributions, and reduce their current taxes.

LEO Retirement

Law Enforcement Officer (LEO) Retirement applies to air interdiction agents, aviation enforcement agents, marine interdiction agents, and Border Patrol agents.

When can I retire?

As an LEO employee, you are eligible for early retirement under the following provisions:

- » Age 50 with 20 years of covered LEO service (see Example A below)
- » Any age with 25 years of covered LEO service (see Example B below)

How is my annuity calculated?

1.7% x high-3 average salary x up to the first 20 years of LEO service

PLUS

1.0% x high-3 average salary x all years of LEO service over 20 years

Example A

 <p>MR. ADAMS AGE: 50 years LEO SERVICE: 20 years HIGH-3: \$83,775</p>	<p>FORMULA: 1.7% * high-3 * up to the first 20 years of service</p>
	<p>\$83,775 * 34% = \$28,483 HIGH-3 AVERAGE {20 YEARS * 1.7%} ANNUAL ANNUITY</p>

Example B

 <p>MRS. BAKER AGE: 48 years LEO SERVICE: 25 years HIGH-3: \$83,775</p>	<p>FORMULA: 1.7% * high-3 * up to the first 20 years of service + 1.0% x high-3 x all years over 20</p>
	<p>\$83,775 * 39% = \$29,890 HIGH-3 AVERAGE {20 YEARS * 1.7%} + {5 YEARS * 1.0%} ANNUAL ANNUITY</p>

CBP Officer Retirement

Enhanced Customs and Border Protection Retirement (eCBPO) applies to Customs and Border Protection officers.

When can I retire?

As an eCBPO employee, you are eligible for early retirement under the following provisions:

- » Age 50 with 20 years of covered eCBPO service (see Example C below)
- » Any age with 25 years of covered eCBPO service (see Example D below)

How is my annuity calculated?

1.7% x high-3 average salary x up to the first 20 years of eCBPO service

PLUS

1.0% x high-3 average salary x all years of eCBPO service over 20 years

Example C

 <p>MS. CLARK AGE: 50 years eCBPO SERVICE: 20 years HIGH-3: \$87,912</p>	<p>FORMULA: 1.7% * high-3 * up to the first 20 years of service</p>
	<p>\$87,912 * 34% = \$29,890 HIGH-3 AVERAGE {20 YEARS * 1.7%} ANNUAL ANNUITY</p>

Example D

 <p>MR. DAVIS AGE: 48 years eCBPO SERVICE: 25 years HIGH-3: \$87,912</p>	<p>FORMULA: 1.7% * high-3 * up to the first 20 years of service + 1.0% x high-3 x all years over 20</p>
	<p>\$87,912 * 39% = \$34,286 HIGH-3 AVERAGE {20 YEARS * 1.7%} + {5 YEARS * 1.0%} ANNUAL ANNUITY</p>



HOW TO APPLY

Air and Marine Operations UH-60 Black Hawk crews conduct operations in Santa Clara, California.

1. Visit [CBP.gov/Careers](https://www.cbp.gov/careers)

OR

1. Visit [USAJobs.gov](https://www.usajobs.gov)

Enter keyword “CBP” to run search.

2. Search for desired CBP job opportunity

Review entire job announcement for important information.

3. Apply for the job

Follow instructions provided in the “How to Apply” section.

4. Application Evaluation

Once your application is received, CBP evaluates your qualifications.

5. Selection

Applications of the highest-ranking candidates are referred to the selecting official. Candidates are contacted directly for further evaluation and/or interviews.

For more information, visit [CBP.gov/Careers](https://www.cbp.gov/careers).
To view job announcements, visit [USAJobs.gov](https://www.usajobs.gov).

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