JOIN AMERICA’S FRONTLINE

BENEFITS GUIDE FOR AGENTS AND OFFICERS

U.S. Customs and Border Protection
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:
» 491,688 passengers and pedestrians
» 121,516 incoming international air passengers and crew
» 8,094 passengers and crew on arriving ship/boat
» 362,078 incoming land travelers
» 159,598 incoming privately owned vehicles
» 89,458 truck, rail, and sea containers
» $7.6 billion worth of imported products
» $256 million in duties, taxes and other fees, including more than $234 million in duties

CONDUCTED:
» 1,703 apprehensions between U.S. ports of entry
» 25 arrests of wanted criminals at U.S. ports of entry
» 723 refusals of inadmissible persons at U.S. ports of entry

DISCOVERED:
» 264 pests at U.S. ports of entry and 2,548 materials for quarantine - plant, meat, animal byproduct, and soil

SEIZED:
» 4,732 pounds of narcotics
» $342,000 in undeclared or illicit currency
» $9 million worth of products with Intellectual Property Rights violations

INTERCEPTED:
» 7 fraudulent documents

EMPLOYED:
» 64,272 men and women including law enforcement and trade personnel:
  » 25,914 CBP Officers
  » 19,536 Border Patrol Agents
  » 598 Air Interdiction Agents (Pilots)
  » 358 Marine Interdiction Agents
  » 360 Aviation Enforcement Agents

DEPLOYED:
» More than 867 canine teams and 110 horse patrols

FLEW:
» 222 enforcement hours at and beyond the border, and within the nation’s interior

FLOATED:
» 78 float hours of enforcement missions in the U.S.

(Based on FY 2021 Data)
Financial Security

When you join America’s frontline, you will receive a steady income, varied based on your GS/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 percent in incentive pay for accepting assignments in certain locations?

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

²Employees 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.”

**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 noncitizens.

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<table>
<thead>
<tr>
<th>Position</th>
<th>Total Salary</th>
<th>Base Salary</th>
<th>Locality</th>
<th>Overtime</th>
<th>Night Pay Differential</th>
<th>Differentials</th>
</tr>
</thead>
<tbody>
<tr>
<td>BPA GL-7</td>
<td>$70,234</td>
<td>$43,635</td>
<td>$9,894</td>
<td>$13,382</td>
<td>$912</td>
<td>$2,411</td>
</tr>
<tr>
<td>BPA GL-9</td>
<td>$80,230</td>
<td>$48,667</td>
<td>$11,035</td>
<td>$14,925</td>
<td>$1,466</td>
<td>$4,137</td>
</tr>
<tr>
<td>BPA GS-11</td>
<td>$94,463</td>
<td>$56,983</td>
<td>$12,920</td>
<td>$17,476</td>
<td>$1,892</td>
<td>$5,192</td>
</tr>
<tr>
<td>BPA GS-12</td>
<td>$111,407</td>
<td>$68,299</td>
<td>$15,486</td>
<td>$20,946</td>
<td>$1,972</td>
<td>$4,704</td>
</tr>
</tbody>
</table>
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Based on fiscal year 2022 pay scale for GS/GL, Step 1 positions. Salaries include an average of locality, overtime, shift differential, and will vary by location.

“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.”
“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 United States. They are responsible for border security — including counterterrorism, customs, immigration, trade, and agriculture.

<table>
<thead>
<tr>
<th>CBP Officers (CBPO) Category</th>
<th>Pay Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBPO GS-5</td>
<td>Base Salary $31,083, Locality $7,048, Overtime $2,527, Differentials $1,858, Total $42,516</td>
</tr>
<tr>
<td>CBPO GS-7</td>
<td>Base Salary $38,503, Locality $8,730, Overtime $4,532, Differentials $4,387, Total $69,100</td>
</tr>
<tr>
<td>CBPO GS-9</td>
<td>Base Salary $47,097, Locality $10,679, Overtime $5,614, Differentials $5,711, Total $88,893</td>
</tr>
<tr>
<td>CBPO GS-11</td>
<td>Base Salary $56,983, Locality $12,920, Overtime $8,423, Differentials $10,566, Total $102,897</td>
</tr>
</tbody>
</table>

Based on fiscal year 2022 pay scale for GS, Step 1 positions. Salaries include an average of locality, overtime, shift differential, and will vary by location.
"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 United States. 

<table>
<thead>
<tr>
<th>Grade</th>
<th>Total Pay</th>
<th>Base Salary</th>
<th>Locality</th>
<th>Law Enforcement Availability Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>AIA GS-12</td>
<td>$137,052</td>
<td>$81,216</td>
<td>$28,426</td>
<td>$23,051</td>
</tr>
<tr>
<td>AIA GS-13</td>
<td>$155,255</td>
<td>$81,216</td>
<td>$11,035</td>
<td>$27,410</td>
</tr>
<tr>
<td>AEA GL-9</td>
<td>$87,379</td>
<td>$56,983</td>
<td>$12,920</td>
<td>$17,476</td>
</tr>
<tr>
<td>AEA GS-11</td>
<td>$104,731</td>
<td>$56,983</td>
<td>$15,486</td>
<td>$20,946</td>
</tr>
<tr>
<td>AEA GS-12</td>
<td>$137,052</td>
<td>$81,216</td>
<td>$11,035</td>
<td>$27,410</td>
</tr>
</tbody>
</table>

An Air Interdiction Agent aids in rescue efforts following Hurricane Harvey.

Based on fiscal year 2022 pay scale for GS, Step 1 positions. Salaries include an average of locality, overtime, shift differential, and will vary by location.

1 AIA salaries include an additional 35% special salary rate.
“Every aspect of this job is fulfilling.”

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 United States.

Based on fiscal year 2022 pay scale for GS, Step 1 positions. Salaries include an average of locality, overtime, shift differential, and will vary by location.
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.
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.
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.
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.

<table>
<thead>
<tr>
<th>Program</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Assistance Program*</td>
<td>Confidential counseling service available 24/7 provided by experienced counselors to address financial, legal, and personal issues for employees and their family members.</td>
</tr>
<tr>
<td>Childcare Subsidy</td>
<td>The Childcare Subsidy Benefit Program assists employees who use qualified childcare providers to provide childcare for their children.</td>
</tr>
<tr>
<td>Work-Life Services*</td>
<td>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.</td>
</tr>
<tr>
<td>Peer Support and Chaplaincy Programs*</td>
<td>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.</td>
</tr>
<tr>
<td>Physical Fitness Program</td>
<td>The Physical Fitness Program allows CBP employees to use duty time to increase their physical fitness and overall well-being.</td>
</tr>
<tr>
<td>Professional Mentoring Program</td>
<td>The CBP Mentoring Program pairs mentees and mentors to help mentees explore and navigate career opportunities while developing a healthy work-life balance.</td>
</tr>
<tr>
<td>HealthierCBP</td>
<td>HealthierCBP is all about providing tools and resources for a strong body, healthy mind, and resilient spirit.</td>
</tr>
<tr>
<td>Relocation Opportunities</td>
<td>CBP’s Operational Mobility Program for BPAs offers developmental assignments for the journey-level workforce, building better agents with a broader experience base.</td>
</tr>
<tr>
<td>Tuition Assistance Program</td>
<td>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.</td>
</tr>
</tbody>
</table>

* Programs available to CBP employees and their immediate family members.
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 FERS, which provides benefits from three sources: Social Security, Basic Benefit Plan, and the Thrifts Saving Plan (TSP).

<table>
<thead>
<tr>
<th>Social Security</th>
<th>Under FERS, you may receive social security retirement payments.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Benefit Plan</td>
<td>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 you earned during any 3 consecutive years of service.</td>
</tr>
<tr>
<td>Thrift Savings Plan</td>
<td>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.</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>MR. ADAMS</th>
<th>FORMULA: 1.7% x high-3 x up to the first 20 years of service</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGE: 50 years</td>
<td></td>
</tr>
<tr>
<td>LEO SERVICE: 20 years</td>
<td></td>
</tr>
<tr>
<td>HIGH-3: $83,775</td>
<td></td>
</tr>
<tr>
<td>$83,775</td>
<td>34% (20 YEARS x 1.7%)</td>
</tr>
</tbody>
</table>

Example B

<table>
<thead>
<tr>
<th>MRS. BAKER</th>
<th>FORMULA: 1.7% x high-3 x up to the first 20 years of service + 1.0% x high-3 x all years over 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGE: 48 years</td>
<td></td>
</tr>
<tr>
<td>LEO SERVICE: 25 years</td>
<td></td>
</tr>
<tr>
<td>HIGH-3: $83,775</td>
<td></td>
</tr>
<tr>
<td>$83,775</td>
<td>39% (20 YEARS x 1.7%)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>MS. CLARK</th>
<th>FORMULA: 1.7% x high-3 x up to the first 20 years of service</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGE: 50 years</td>
<td></td>
</tr>
<tr>
<td>eCBPO SERVICE: 20 years</td>
<td></td>
</tr>
<tr>
<td>HIGH-3: $87,912</td>
<td></td>
</tr>
<tr>
<td>$87,912</td>
<td>34% (20 YEARS x 1.7%)</td>
</tr>
</tbody>
</table>

Example D

<table>
<thead>
<tr>
<th>MR. DAVIS</th>
<th>FORMULA: 1.7% x high-3 x up to the first 20 years of service + 1.0% x high-3 x all years over 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGE: 48 years</td>
<td></td>
</tr>
<tr>
<td>eCBPO SERVICE: 25 years</td>
<td></td>
</tr>
<tr>
<td>HIGH-3: $87,912</td>
<td></td>
</tr>
<tr>
<td>$87,912</td>
<td>39% (20 YEARS x 1.7%)</td>
</tr>
</tbody>
</table>
1. Visit CBP.gov/Careers

OR

1. Visit 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.

HOW TO APPLY

Air and Marine Operations UH-60 Black Hawk crews conduct operations in Santa Clara, California.
For more information, visit CBP.gov/Careers.
To view job announcements, visit USAJobs.gov.