

April 7, 1936.

MEMORANDUM IN RE CLASSIFICATION OF BORDER PATROL POSITIONS:

Attached hereto are sets of specifications of the following positions in the Immigration Border Patrol. With the exception of the Grades of Assistant Chief Patrol Inspector and Chief Patrol Inspector (1st and 2nd class), the titles and positions are identical with those now in existence:

Patrol Inspector
Senior Patrol Inspector
Assistant Chief Patrol Inspector
Chief Patrol Inspector (2nd class)
Chief Patrol Inspector (1st class)
District Supervisor of Border Patrol.

Assistant Chief Patrol Inspector:

While the classification "Assistant Chief Patrol Inspector" is a new one, the position (duties and responsibilities) is an old one. No provision has ever been made to accord recognition to the Senior Patrol Inspector of each subdistrict who acts as principal assistant to the Chief Patrol Inspector for his extra duties and responsibilities although, practically from the establishment of the Border Patrol, to fill an existing need, an officer in each subdistrict has been used to perform the duties of Assistant Chief Patrol Inspector. In some districts this officer has been known locally as the Assistant Chief Patrol Inspector, and in others merely as the Headquarters Senior.

Chief Patrol Inspectors are necessarily absent from subdistrict headquarters a great deal of the time, and must have assistants upon whose experience, judgment and ability they can depend to insure the smooth and proper functioning of the organization at all times. Any classification of positions which is made will have to accord recognition to the fact that the position, as well as the need for it, actually exists.

Chief Patrol Inspectors, (1st and 2nd class):

In classifying this position it appears desirable to establish two classes of Chief Patrol Inspector, basing the distinction between the two upon the importance and complexity of the patrol work, and the degree of responsibility, as determined by such elements as length and character of the borders to be patrolled, the number of regular or possible highways, roads, ports or means of entries, the volume, character and diversity of traffic, the number and classes of persons to be dealt with, the difficulty and multiplicity of the problems in patrol inspection, administrative supervision and law enforcement, and the number of employees supervised.

The patrol problems of some subdistricts are relatively complex, and of others relatively simple, and the Chief Patrol Inspector, in charge should be ^{classified} compensated accordingly. It is not believed that classifying the position of a Chief Patrol Inspector in the smaller subdistricts as Chief Patrol Inspector (2nd class) would have the effect of reducing the salaries of the present incumbents who, at the present time, are receiving \$3000 per annum, an amount no greater than that received by numerous immigrant inspectors. The effect would undoubtedly be to raise the salaries of the Chief Patrol Inspectors in charge of the larger and more important subdistricts.

W.F. KELLY

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Incl.