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Promotional Policy - Border Patrol

Reference is made to the following change in promotion policy for the Border Patrol recently offered for consideration:

"In order to be qualified for promotion or reassignment to Immigration Patrol Inspector, grade GS-11 or higher, the required experience must include at least one year as an Immigrant Inspector or Investigator."

The Service would be faced under the above proposal with the problem of affording about 90% of Patrol Inspectors, GS-9 and higher, (about 400 officers) the opportunity to acquire the necessary qualifying experience.

There are, of course, well recognized overall benefits to the Service in affording a broader experience base for supervisors in the several divisions of the Service. However, before expressing my opinion regarding this proposal it would be helpful to have further information in response to a number of questions, among which are the following:

How could such a continuing large group of supervisory Border Patrol officers be afforded an opportunity to obtain the proposed qualifying experience?

In this regard, has it been considered that such a continuing large group of officers would be ineligible for further promotion in the Service unless they took a lateral transfer as follows: To Immigrant Inspector (and probably break their retirement rights under Public Law 854 - 84th Congress) or to Investigator (which, because of the difference in location of positions, would largely require transfers to other locations without promotion)?

Has it been considered that any Patrol Inspector who goes to Immigrant Inspector and then returns to the Border Patrol in grade GS-11 or higher (duties being primarily supervisory) probably can never again be in line for retirement under the hazardous duty provisions of the law unless he takes a reduction in grade to the non-supervisory level?

What assurances could the Service give officers transferred in grade that they would be reassigned to the Border Patrol upon completing their qualifying experience as an Immigrant Inspector or Investigator?

Positions in the Border Patrol GS-11 and higher are exclusively positions of supervision and leadership (excepting airplane pilots and intelligence officers). Therefore the question exists as to how the Border Patrol can get effective patrol leaders--officers able to direct the operating program--from the selection board lists if those lists are prepared from appraisals on the basis of journeyman immigrant inspector or investigator accomplishments?

What would be the estimated annual cost of transfers necessary to give all Border Patrol officers equal opportunities for advancement under this proposal?

Because officers in the past have not been afforded an opportunity to qualify themselves under such experience requirements, should the proposed effective date for such a plan not be some three or four years hence?

Signed and
Forwarded

NOV 26 1956
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