

Regional Commissioner:

Burlington, Vt.
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CO 873-P

April 20, 1970

Donald R. Coppock
Deputy Associate Commissioner, Domestic Control

DAC/DC/6/70 - Standards - Border Patrol Agent Positions

Attention: Associate Deputy Regional Commissioner, Operations

Classification standards for Border Patrol Agent positions provide for both GS-8 and GS-9 performance levels. The GS-9 level, which is considered the full performance level, requires a higher degree of judgment, skill and ability than the GS-8 level, and also involves greater independence of action.

Analysis and observation by supervisory Border Patrol officers of the performance of patrol inspectors have proved that due to the complex nature of the laws enforced and the knowledge and skills needed to perform the varied duties of Border Patrol positions, a minimum of two years' experience beyond the probationary year is necessary to perform at the full performance level. For this reason, those officers who have completed one year at the GS-7 level and two years at the GS-8 level will be considered for reclassification to Border Patrol Agent GS-9 upon implementation of the new standards.

All supervisors are responsible for uniform application of the standards in a manner which will result in an orderly progression in the occupation. Therefore, all supervisors are responsible for making sure that officers with less than three years total service are not permitted to function continually with the independence of action and decision in the performance of duties which are characteristic of the GS-9 level. Such restriction will not conflict with the Agreement between the Service and the National Council of Border Patrol Locals pertaining to ". . . the principle of rotating officers through all assignments, to the extent that it serves the best interests of the Government, with due regard given to length of Service with the Agency"

Please furnish all supervisory officers and patrol inspectors a copy of this letter.

Also, all supervisors at all levels are to acknowledge, by memorandum to you, receipt and understanding of this policy. When all acknowledgments are received, please notify this office.

A copy of this letter is being furnished the Service Personnel Officer for his information and use in implementing the new standards, and the President, National Council of Border Patrol Locals for his information.

Ronald R. Coppen