



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

JAN 19 2016

MEMORANDUM FOR: Directors, Field Operations
Director, Preclearance Operations
(b) (6), (b) (7)(C)

FROM: Todd C. Owen
Assistant Commissioner
Office of Field Operations

SUBJECT: Path Forward for the CBP Officer (Enforcement) Position

The Office of Field Operations (OFO) has developed a way forward to better align the workforce and create a more standardized nationwide structure for the CBP Officer (Enforcement) (CBPO-E) position. OFO recognizes the need to reform the program to concentrate resources to those areas that will more efficiently utilize the position.

Directors, Field Operations (DFO) for the (b) (7)(E) Field Offices will be able to hire CBPO-Es utilizing existing positions as their operational needs dictate. In addition, these Field Offices can open promotional opportunities for CBPO-Es to a Supervisory CBP Officer (Enforcement) (SCBPO-E) with the ability to retain 6C Retirement to create a supervisory structure as needed. (b) (7)(E)

(b) (7)(E)

(b) (7)(E) The Office of Human Resources Management has designated two Human Resources Specialists to provide guidance to CBPO-Es who require assistance with their career path decision-making process as referenced in the July 10, 2015 and July 16, 2015 Memos: "Moving between CBP Officer (Enforcement) and CBP Officer Positions". Further promotional opportunities beyond the first-line supervisory level will be dependent upon converting from 6C to Enhanced Retirement coverage. CBPO-Es are currently eligible to submit lateral reassignment requests through the National Reassignment Opportunity Bulletin (NROB). CBPO-Es will not be forced to relocate or transition to the CBPO position.

OFO will establish an Enforcement National Program Manager (ENPM) to take ownership of, lead, and direct the CBPO-E Program nationwide. Each Field Office will designate a Program Manager with responsibility over the enforcement program within their area of responsibility to ensure consistent and uniform reporting.

CBPO-E new hires will be required to attend the newly developed (b) (7)(E)

(b) (7)(E)

(b) (7)(E)

In addition, CBPO-Es will also be required to complete post academy training at their home port.

Page 2 of 2

Path Forward for the CBP Officer (Enforcement) Position

Additional information regarding this training will be sent under separate cover and any questions regarding same can be addressed to the contact information below.

If you have any questions or require additional information, please contact Program Manager (b) (6), (b) (7)(B) at (b) (6), (b) (7)(C), or (b) (6), (b) (7)(C) A) Director, Enforcement Programs Division at (b) (6), (b) (7)(C)