

Position Classification Standard for Border Patrol Agent Series, GS-1896

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SERIES DEFINITION

This series includes positions involved in enforcement work concerned with (1) detecting and preventing the smuggling or illegal entry of aliens into the United States; (2) detecting and apprehending aliens in violation of the conditions under which they were admitted; (3) detecting and apprehending aliens at interior points in the United States who entered illegally; (4) detecting and apprehending aliens falsely claiming United States citizenship or legal status; (5) detecting and apprehending producers, vendors and users of counterfeit, altered and genuine documents used to circumvent the immigration and nationality laws of the United States; and (6) enforcing criminal provisions of the immigration and nationality laws and regulations of the United States. Such work requires knowledge and understanding of the statutes, regulations, instructions and precedent decisions pertaining to the enforcement of the immigration and nationality laws, ability to evaluate information rapidly, make timely decisions and take prompt and appropriate actions, and the ability to use effectively basic investigative and law enforcement procedures to enforce the immigration and nationality laws and other laws that the Border Patrol Agent may be called upon to enforce or assist in enforcing.

This standard supersedes the standard for the Border Patrol Agent Series, GS-1896, issued in February 1970.

EXCLUSIONS

Excluded from this series are positions that involve primarily:

1. Professional legal work, the purpose of which is the examination of persons applying for citizenship to determine their eligibility for citizenship. Such positions are covered by the [General Attorney Series, GS-0905](#).
2. Planning and conducting case investigations of immigration matters that require: (1) application of full investigative knowledge, skills, techniques and methods; and (2) several days, weeks, or even months of information collection, analysis and evaluation to complete. Typically, this case work involves alien smuggling activities and the identification and apprehension of individuals and groups who head up major, complex organizations that for gain assist or attempt to assist aliens to enter the United States illegally. Such positions are classified in the [General Investigating Series, GS-181011](#), or the [Criminal Investigating Series, GS-181011](#), as appropriate. (See further discussion of these distinctions in Part II of this standard.)
3. Detecting and preventing violations of United States customs and related laws and regulations, apprehending actual or suspected violators of same, the tactical interdiction of contraband and the performance of related patrol and surveillance functions. Such positions are classified in the [Customs Patrol Series, GS-1884](#).

PART I - OCCUPATIONAL INFORMATION

BASIC DUTIES OF BORDER PATROL AGENTS

The primary functions of the United States Border Patrol are the enforcement of the immigration and nationality laws and the corresponding criminal code and the apprehension of violators of these and related laws within the jurisdiction of the Immigration and Naturalization Service. To accomplish these functions Border Patrol Agents perform on a rotational basis a number of basic duties which may vary from one part of the country to another because of local operating requirements, geographical considerations, including isolation, and program goals and objectives. Duties typical of the Border patrol occupation are described as follows:

International Boundary Security Control Operations: Working at or near a land border or coast line, the Agent maintains a general surveillance over the assigned area by observing people and events in the area and questioning persons when necessary. The agent also may "lie in" at selected strategic points along the border and intercept illegal entrants for subsequent detention or expulsion from the United States.

Sign Cutting: Working at or near a land border or coast line, the agent visually detects and interprets tracks, marks and other physical evidence left by the movements of people, animals, vehicles or other objects to locate, identify and apprehend illegal aliens and smugglers of narcotics or other contraband who enter or pass through the area being worked.

Farm and Ranch Check: The agent systematically checks farms, ranches, lumber camps and other potential employers of laborers and other unskilled or semi-skilled workers for illegal aliens who have escaped detection at the border or are in violation of status and arranges for their detention, deportation or voluntary departure.

Traffic and Transportation Check: The agent establishes and maintains traffic check points on roads or highways to intercept and inspect cars and trucks that may be transporting illegal aliens and smugglers from the border to the interior of the United States and to interrogate the occupants concerning their immigration status in the United States. Persons on board or boarding buses, trains, airplanes or other conveyances are questioned or checked for similar purposes. (Note: In some areas of the country, the traditional traffic check activities have been eliminated or curtailed by court actions. At several locations, the Border Patrol has been required to secure and periodically justify and renew warrants of inspection in order to continue traffic check functions.)

City Patrol: The agent systematically checks local industries, business, hotels, rooming houses, construction projects, camps, parks, jails and other public institutions and other urban areas and institutions to locate deportable aliens who are attempting assimilation into the community. These operations frequently are coordinated with other Federal, State or local law enforcement agencies.

Boat Patrol: Employing various types of marine patrol craft, the agent patrols coastal and other boundary waters and boards small boats, such as pleasure craft, commercial fishing boats, shrimpers and tugs to detect illegal aliens.

Crewman Control: The agent patrols the waterfront, checks crewmen detained on ships and searches vessels to prevent desertions of crewmen and the landing of stowaways and to locate and arrest those aliens who have entered illegally. Successful crewman control obligates the agent to establish and maintain good relations with ships' captains, agents, shipyard and dock personnel and others having knowledge of shipping activities, ships' crews, schedules, ports visited and other related activities.

Remote Monitored Sensor System Operations: Using a thorough knowledge of the area assigned, the agent implants, camouflages and adapts, as required by local conditions, remote monitored electronic sensors to detect and intercept aliens who are attempting to enter the United States illegally.

Anti-Smuggling Operations: Using information collected in the performance of any or all of the operations described above, including the enlistment, use and control of confidential informants, the agent identifies and apprehends smugglers of aliens, i.e., individuals or groups who for gain assist aliens to enter the United States illegally, along with aliens who attempt to enter illegally.

Intelligence Operations: Using both foreign and domestic contacts the agent collects from a wide variety of sources, refines, evaluates and uses strategic and tactical intelligence information concerning the illegal entry or smuggling of aliens into the United States. Sources include but are not limited to domestic and foreign informants, other Border Patrol Agents, other Service personnel, Service reports, State and local law enforcement agencies, court officials, private citizens, schools, social agencies and civic and business groups. This information typically is supplied to the employing organization, usually a sector or station, where it is used to plan and direct the operational activities of the organization.

Liaison Activities: The agent establishes, maintains and improves a productive liaison with other Federal, State, local and foreign law enforcement and administrative officials. As necessary, the agent may lead or participate in cooperative coordinated activities such as checks or raids in areas where illegal aliens gather or reside.

The duties described above require varying degrees of judgment, skill and ability in:

- the development, evaluation, use and control of informants;
- the use of such techniques as interrogation of witnesses, searches of records, surveillance, follow-up on information provided by others;
- knowledge and use of a foreign language, as well as an understanding of a foreign culture and customs;

- the care and use of a variety of electronic equipment such as two-way radios, night scopes and remote monitored sensor systems;
- the use of 2- and 4-wheel drive vehicles as well as other types of mobile equipment. (Note: The agent must have a valid driver's license.)
- ability to deal effectively with persons from all walks of life, including those of different cultural backgrounds.

The degree of judgment, skill and ability with which the Border Patrol Agent must apply the above elements in the performance of a given duty or set of duties as described is discussed more fully in the factor level descriptions and benchmarks provided in Part II of this standard. For example, the grade GS-5 Border Patrol Agent begins to study and learn a foreign language, while the GS-9 agent must be fluent in a foreign language.

The purpose of the duties described above is the achievement of the following objectives:

- detect and prevent aliens unlawfully entering the United States;
- detect and apprehend smugglers of aliens, narcotics and other contraband;
- locate, identify and apprehend aliens who are illegally in the United States;
- apprehend, with or without warrant, Immigration Law violators, many of whom may be U.S. citizens or lawful permanent residents;
- identify and establish factual information relative to fraudulent claims of United States citizenship;
- identify and apprehend producers, vendors and possessors of counterfeit, fraudulent and genuine documents purposefully used in the circumvention of the laws of the United States;
- using the broad guidelines applicable, establishes a prima facie case, make correct determinations and properly dispose of individual cases by:
 - o referring the alleged violator for formal administrative hearing;
 - o detaining the alleged violator for further identification and interrogation;
 - o detaining the alleged violator for criminal prosecution in Federal court;
 - o referring the alleged violator for a formal deportation or exclusion hearing;
 - o referring the case to another agency; or

- o releasing the alleged violator or arranging for voluntary departure under safeguards as appropriate;
- minimizing errors in or omissions of factual matters by preparing clear, concise, comprehensive and accurate reports;
- improving the effectiveness of Federal law enforcement serving as a prosecution or expert witness in Federal court.

POWER AND AUTHORITY OF BORDER PATROL AGENTS

After establishing probable cause and the presence of an "articulable fact," Border Patrol Agents may, without warrant, exercise judiciously the following powers:

1. To interrogate any alien or person believed to be an alien about his or her right to be in or remain in the United States;
2. To arrest any alien who, in their presence or view, is entering or attempting to enter the United States in violation of law;
3. To arrest any alien in the United States in violation of law if there is likelihood of escape before a warrant can be obtained;
4. To board vessels and other conveyances to search for aliens;
5. To enter private lands within a distance of 40 kilometers (25 miles) of any external boundary for purposes of patrolling the borders of the United States to prevent the illegal entry of aliens;
6. To make arrests for felonies which have been committed and which are cognizable under any law regulating the admission, exclusion, or expulsion of aliens if there is reason to believe the person is guilty of such felony and is likely to escape before a warrant of arrest can be obtained; and
7. To conduct a search of the person and of the personal effects in the possession of any person seeking admission to the United States.

Border Patrol Agents are also empowered to execute warrants and other processes issued by any officer under laws regulating the admission, exclusion, or expulsion of aliens. They are also empowered to administer oaths and to take and consider evidence concerning the privileges of any person to enter, re-enter, pass through, or reside in the United States, or concerning any matter which is material or relevant to the enforcement of the immigration and nationality laws and the administration of the Immigration and Naturalization Service.

Every Border Patrol Agent must operate within the limits imposed by Immigration and Naturalization Service procedures, instructions and regulations which reflect the statutory and precedential framework established by law and the decisions and rulings of the courts. To be effective, each Border Patrol Agent must be aware of and responsive to changes in INS directives arising from decisions, rulings and precedents affecting operations at the work site and the manner in which the duties of Border Patrol Agents must be accomplished.

Enforcement Responsibilities: Border Patrol Agents constitute a vital part of the total enforcement function of the Immigration and Naturalization Service. Their role in the enforcement effort is to perform work designed to detect and to prevent the smuggling and illegal entry of aliens into the United States, and to apprehend persons suspected of such violations and to arrest other violators of the immigration laws.

Persons apprehended by the Border Patrol are already in the United States, and the burden of proof concerning illegality of their entry or status rests with the agent who apprehends them. Aliens in this country are afforded the same rights and protection as citizens. Any violation by a citizen or non-citizen is established by interrogation, by the use of witnesses, or by reliable documentary evidence. Bona fide citizens of the United States are not detained unless they are involved in smuggling activities or in violating the immigration and nationality laws in some other way or are in violation of other Federal laws.

In detaining and interrogating persons and examining physical evidence (documents, tracks, signs of passage), the Border Patrol Agent seeks to form judgments on such key elements as:

- whether violation of immigration laws has occurred, and whether the person involved is amenable to criminal or administrative proceedings;
- alienage or citizenship of the person detained;
- deportability of the alien detained;
- admissibility and significance of evidence collected (physical evidence must be collected, protected and recorded properly, i.e., "chain of custody" must be unbroken, proper and timely referrals are no longer sufficient in themselves).

There must be probable cause and a reasonable assurance that a violation has occurred and that the person of interest has committed it. Interrogations, searches, seizures and arrests must be conducted in total conformity with pertinent laws and precedents regarding the rights of citizens and aliens.

Persons who enter the United States illegally may walk, ride, fly, or swim across borders of the United States. Persons may be smuggled into the United States by automobile, boat, airplane, or on foot. The smuggling activity usually includes persons who have been paid in some way for assistance in making the entry.

Persons who enter the United States illegally may use counterfeit or altered documents, impersonate the owner of a valid document, or make false or misleading statements at the time of inspection or at the time of encounter in an effort to assume a legal status. Illegal entry into the United States is a misdemeanor. Illegal re-entry by an alien after a first offense is a felony.

Persons who, through questioning, are found to be illegally in the United States are questioned further to determine:

- the time, place, and means by which they entered the United States;
- whether they previously have been in the country illegally;
- the names of other persons, if any, who accompanied the person at the time of entry;
- whether the person was assisted in any way in entering illegally;
- whether a smuggling violation is involved,
- whether fraudulent documents were used to claim citizenship or legal status.

The enforcement of immigration and nationality laws, like enforcement functions concerned with other laws, has been subject to change, pressure and controversy over a period of years. Trends that have affected the difficulty and complexity of the work of the Border Patrol include:

- volume of attempts to enter the United States by illegal means;
- sophistication, ingenuity and finesse demonstrated in attempts to enter the United States illegally and in schemes to smuggle aliens into the United States including immediate availability and use of modern high-speed transportation, advanced communications systems and high quality counterfeit and fraudulent documents;
- awareness of and concern for the rights of persons apprehended, questioned, or held in connection with suspected violations of laws;
- requirements for sensitivity to public attitudes toward law enforcement officers and their behavior, on and off duty, including increasing attempts by some citizens and others to hinder law enforcement activities;
- broadcast international traffic in contraband goods, especially narcotics, often involving hardened and desperate criminals and organized criminal elements;
- widespread availability and use of superior counterfeit, forge or altered documents to support claims to United States citizenship or legal status made possible by the easily procured high quality photographic, printing, and laminating equipment;

- higher incidence of armed encounters and forceful resistance;
- sensitivity to efforts 'by labor unions to organize farm workers in agricultural areas where there is a Border Patrol presence or interest.

Impact of Border Patrol Work: Factors such as those outlined above make it necessary for Border Patrol Agents to be aware of and sensitive to the effect their actions, behavior, manner, and bearing have on the public, both citizens and non-citizens, and on international relations. As representatives of the United States Government, agents must perform their work with authority, speed, efficiency, and sound judgment. They must retain control of difficult and dangerous situations, be tactful and courteous, display an attitude of fairness and understanding, and perform their work in ways that are the least embarrassing to the persons concerned.

In common with other occupations involved in the performance of enforcement or investigative work, Border Patrol Agents at full working levels make unreviewed decisions and take actions which have a profound impact on the freedom and movement of the persons involved. Agents are expected to perform all aspects of their work in a manner that reflects credit on the Immigration and Naturalization Service and the United States Government. They are trained to be able to represent the United States in sensitive matters concerning citizens and aliens and their rights to cross boundaries and conduct their business.

Border Patrol Agents, wherever assigned, must be alert to intelligence information which affects not only Border Patrol activity but also other activities of the Service and those of Federal, State and local law enforcement officers. Agents obtain information from persons who have entered the United States illegally, paid informants, private citizens, other law enforcement agencies, and Government agencies. Border Patrol Agents must initiate and maintain good working relations with local, State and Federal law enforcement agencies as well as establish and maintain contacts with other persons in border areas who are in a position to obtain and pass on information pertinent to suspected violations of law. Agents must use tact and ingenuity in eliciting information from individuals in all walks of life, many of whom are reluctant to cooperate.

The information gathered at one station is screened and evaluated for value to local operations at a post of duty. Information which may involve more than the local area is sent to higher headquarters for study and coordination with other information affecting operations in a wider area. Otherwise, it may be sent directly to the action office. Commensurate with their grade levels and the types of activities to which they are assigned at a given time, Border Patrol Agents, upon their own initiative and without prior approval:

1. seek out, detect, track down, gather evidence on, and arrest persons who are in violation of immigration laws;
2. detain persons for subsequent legal action, or release them;
3. take administrative action to remove violators who are eligible for voluntary deportation and who have agreed to such action, to Mexico or Canada; and

4. detain persons temporarily for criminal prosecution. They may also pay funds to informants, assist the United States Attorney, as requested in the presentation of cases and present their own cases before Federal Magistrates.

Related Additional Responsibilities: Border Patrol Agents, in performing their normal duties-also encounter and arrest persons who are suspected of violating customs and narcotics laws. As a result, Border Patrol Agents have been delegated certain customs responsibilities to provide them with the authority and legal protection necessary to deal with such cases on the scene. This delegation signifies that Border Patrol Agents have the same authority as customs personnel to arrest persons, search vehicles, and seize smuggled goods or contraband, including narcotics that they encounter in the course of their regular enforcement activities under the immigration laws. This authority is exercised when the agent, in the course of questioning persons or searching vehicles for aliens, encounters evidence of possible customs violations under circumstances that prevent referral to the nearest customs or narcotics agent for action, or when a customs or narcotics agent requests that action be taken immediately or assistance be rendered in a joint action. Any arrests or seizures which are not made in joint action with the agency having jurisdiction are referred to that agency immediately.

Hazards in Border Patrol Work: Border Patrol Agents must constantly be alert to hostile and unpredictable behavior on the part of persons apprehended for suspected violations of the immigration, customs or narcotics laws. Agents deal with a wide variety of persons, including dangerous criminals in the act of fleeing from arrest or carrying narcotics or other illegal goods; and they must react instantly to threats of harm to themselves or to others.

Other hazards that involve Border Patrol Agents include operating automobiles in high-speed chases, attempting to stop fleeing vehicles, and working in a hazardous environment, e.g., extremes of climate and unfavorable terrain.

The presence of such hazards, ordinarily covered by Factors 8 and 9 exclusively, also makes demands on the alertness, skills and judgment of patrol agents and has been considered in developing the Factor Level Descriptions and Benchmarks that are used to classify these positions.

TITLES

"Border Patrol Agent" is the basic title authorized for nonsupervisory positions classified in this series.

Positions which meet or exceed the criteria of the [General Schedule Supervisory Guide](#) for evaluation as a supervisor are titled "Supervisory Border Patrol Agent."

PART II - EVALUATION NOTES

Nonsupervisory Border Patrol Agent positions should be evaluated on a factor-by-factor basis, using one or more of the Civil Service Commission benchmarks provided in the classification standard for the Border Patrol Agent Series to the extent possible. Factors in individual positions that cannot be matched to factors in the benchmarks may be point-rated by reference to the Factor Level Descriptions in the classification standard for the Border Patrol Agent Series. Use only the designated point values. A copy of the grade conversion table is provided below. The absence of a benchmark for positions at grade GS-12 does not preclude evaluation of positions at that grade or higher.

The Factor Level Descriptions provided in this standard are applicable to nonsupervisory Border Patrol Agent positions only. Supervisory positions that meet fully the "minimum level of supervisory responsibility" as defined in the [General Schedule Supervisory Guide](#) should be evaluated by application of the criteria provided in that Guide.

GRADE CONVERSION TABLE

Total points on all evaluation factors are converted to GS grade as follows:

GS Grade	Point Range
5	855-1100
6	1105-1350
7	1355-1600
8	1605-1850
9	1855-2100
10	2105-2350
11	2355-2750
12	2755-3150
13	3155-3600
14	3605-4050
15	4055 - up

CLASSIFICATION OF POSITIONS HAVING SIGNIFICANT INVESTIGATIVE DUTIES AND RESPONSIBILITIES

Border Patrol Agents share with employees in other occupations a requirement for the application of some investigative techniques, including, but not limited to, interrogation, document review, selection and use of informants, development and exploitation of leads, etc. While the use of these techniques is integrated into many, perhaps most, Border Patrol Agent positions, the agent is primarily responsible for the enforcement of the immigration and nationality laws and related rules and regulations, not the performance of protracted investigative work. It is this distinction coupled with the purpose of the work as determined by responsible management that forms the basis for classification in the Border Patrol Agent Series, GS-1896, rather than the General or Criminal Investigating Series, [GS-1810](#) or [GS-1811](#).

As noted previously, most Border Patrol Agents perform investigative work of varying degrees of difficulty and complexity, but typically involving the use of investigative techniques such as interrogation, document review, development and use of leads and searching for physical or documentary evidence. For the most part, the performance of investigative duties is incidental to or incorporated into the work of the Border Patrol Agent and does not provide sufficient basis for series or grade determinations. In other instances, however, the level of the investigative work performed is equal to or exceeds that of the Border Patrol Agent work performed or occupies enough of the agent's time to have a substantial impact on the determination of the series of the position. This situation is particularly evident in positions engaged in the performance of anti-smuggling work that involves or is characterized by the: (1) planning and conduct of investigations that extend over protracted periods of time; (2) emphasizing of the gathering of evidence and the identification, apprehension and conviction of anti-smuggling conspirators rather than the immediate apprehension of aliens and criminal violators; and (3) regular and recurring requirement for maintaining surveillance, performing undercover work and accepting assignments primarily on a referral or case work basis.

"Anti-smuggling" is a functional activity within the Immigration and Naturalization Service which utilizes a number of enforcement, investigative and legal methods, techniques, practices and procedures in its operational and managerial activities to identify and apprehend groups and individuals who for gain assist or attempt to assist aliens to enter the United States illegally. The illicit activities of alien smugglers range from: (1) those of the "small-time" smuggler who simply guides individuals or small groups across the border on foot or in vehicles to a location in close proximity to a United States border or coastline and provides little or no further assistance, to; (2) highly organized and extremely efficient "rings" who provide a comprehensive "package" of illicit products and services to aliens interested in entering the United States illegally. These "packages" typically include counterfeit and fraudulent documents, transportation to locations in the interior of the United States far distant from the point of initial border penetration, jobs, housing, subsistence, "coaching" in how to avoid apprehension by Service personnel and, in some instances, guarantees of jobs, income levels and return trips in the event the alien is apprehended and deported. This diversity in alien smuggling activities has affected the missions and functions of the Service in a number of ways, including the organization and assignment of

work, the deployment and utilization of personnel and the classification of employees assigned anti-smuggling duties and responsibilities.

In evaluating the nature and significance of the anti-smuggling duties and responsibilities assigned to the agent and the level of theme investigative knowledges, skills and abilities needed to perform them capably, the classifier should consider the following:

1. The organization and sometimes the geographic location of the position have little significance in determining the series of anti-smuggling positions. However, the location of the position may have a substantial impact on the level of the position insofar as it affects the organization and assignment of work and the methods of operation chosen to accomplish this work. Certainly, geographic and topological considerations such as isolation, physical barriers, e.g., mountains, rivers, arid areas, and the presence or absence of a physical border affect the level of the position in terms of scope and effect, complexity, supervisory controls and the knowledge required to perform the work successfully.
2. Investigative methods, techniques and practices, as noted above, are used by most Border Patrol Agents to complement and supplement their enforcement activities and to increase their overall effectiveness. What must be assessed most carefully in the evaluation of anti-smuggling positions that encompass significant investigative duties and responsibilities is the extent to which the assignment and performance of investigative work occupies the incumbents' time, diminishes the extent and importance of the enforcement work performed and modifies the qualification requirements of the position. Of particular importance are the requirements for investigative knowledge, skills and abilities as opposed to those required for enforcement duties and responsibilities. When the paramount requirement for a particular position is investigative knowledge, skills and abilities and the requirements for the kinds of knowledge, skills and abilities for Border Patrol Agents as described previously are of secondary or minimal importance such position should be classified in the General or Criminal Investigating Series, [GS-1810](#) or [GS-1811](#), as appropriate, rather than the Border Patrol Agent Series, GS-1896.
3. Some Border Patrol Agent positions have requirements for the performance of investigative work of a higher level than the enforcement work assigned and performed. When this situation occurs, the classification standards for the General or Criminal Investigating Series, [GS-1810](#) or [GS-1811](#), as appropriate, and the Border Patrol Series, GS-1896, should be used to determine the level of the work performed even though the position may be classified in the Border Patrol Agent Series on the basis of knowledge, skills and abilities required for full performance of assigned duties.
4. The classification of positions engaged in the full-time performance of anti-smuggling work and to some extent, intelligence work is subject to and dependent on a number of variables, including the manner in which the work is organized, assigned and performed. Other factors to be considered include conditions or situations such as the following:

- the presence or absence of investigators at or near the work site. The availability of investigators to augment or supplement the enforcement efforts of Border Patrol Agents tends to discourage the mixing and overlapping of these functions.
 - the presence or absence of casework assignments or a case-work orientation. Investigators tend to work- regular casework loads and expectations and performance standards are based on the disposition of cases. In general, Border Patrol Agents do not perform their assignments in an environment that lends itself to or is shaped by a casework orientation. In many instances, in fact, the enforcement workloads typically associated with the work of the Border Patrol Agent do not lend themselves to casework assignments.
 - the sources of referrals. Investigators typically are referred cases from: (1) the Border Patrol; (2) area control investigations and apprehensions; and (3) State and local apprehensions. Border Patrol Agents typically collect advance information or actual or alleged wrongdoing and perform the initial case development themselves.
 - the requirements for initial case development. As noted above, investigators typically receive their cases on a referral basis. Border Patrol Agents' case development work typically is not controlled as there is no allegation of wrongdoing involved. They collect and refine the information so crucial to the development and completion of a case and refer or "hand off" this information to an investigative organization, typically an INS District, for further action.
 - the requirement for undercover work. Many Border Patrol Agents, from time to time, are required to perform undercover assignments. These assignments generally are performed at locations far removed from the agent's normal duty station where the agent's identity and purposes are not known or readily exposed. This type of assignment, while it may occur several times over an agent's career, tends to be of short duration and incidental or ancillary to the performance of the agent's regular enforcement duties. Investigators, on the other hand, perform undercover assignments as a regular and recurring part of their assigned duties.
5. In making series and grade level determinations for positions that require both enforcement and investigative knowledge, skills and abilities; it is important to consider such factors as lines of promotion, career development patterns, management requirements and the purpose of the work assigned and performed along with the classification guidance provided in this standard and those for the General and Criminal Investigating Series, [GS-1810](#) or [GS-1811](#).

FACTOR LEVEL DESCRIPTIONS

FACTOR 1, KNOWLEDGE REQUIRED BY THE POSITION

Factor 1 measures the nature and extent of information or facts which the worker must understand to do acceptable work (e.g., steps, procedures, practices, rules, policies, theories, principles, and concepts) and the nature and extent of the skills needed to apply that knowledge. To be used as a basis for selecting a level under this factor, a knowledge must be required and applied.

Border Patrol Agent positions require, commensurate with the grade level involved, a variety of job-related knowledge, skills and abilities. These required knowledges, skills and abilities are discussed in further detail below and in the Benchmarks provided in Part II of this standard.

Positions in this occupation require proficiency in the Spanish language in addition to English. Some positions require proficiency in French or other foreign languages. The exact language requirements vary from location to location.

Border Patrol Agent positions require knowledge and understanding of the laws, regulations, precedent decisions, and instructions pertaining to such matters as the following:

- acquisition and derivation of United States citizenship, naturalization and expatriation;
- admission, exclusion, and deportation of persons;
- inspection of persons and their records at the time they are admitted to the United States;
- right of an alien to be in or remain in the United States;
- smuggling, transporting, aiding, abetting, or shielding from arrest aliens who are entering or have entered the United States illegally;
- illegal entry, re-entry, assisting in entry of aliens for immoral or other purposes in violation of criminal provisions of the law;
- search, seizure, arrest, interrogation or other infringement upon personal liberties, and the agent's statutory authority to act;
- conspiracy to commit offenses or defraud the United States;
- fraud and misuse of visas, permits or other entry documents;

- failure to register as an alien, file address, report, or carry evidence of registration on person;
- criminal law, evidence and court procedure.

Border Patrol Agents must understand and use techniques of getting information through observation, questioning individuals, searching records, and other means. They must know and use proper law enforcement and, where appropriate, investigative techniques, including methods of arresting persons, self-defense, care and use of firearms. They must know and apply precedent court decisions affecting law enforcement activities.

Level 1-4--550 points -- A knowledge of the principles, practices and techniques that are common to, characteristic of, and underlie the criminal justice and law enforcement-oriented occupations. These include, but are not limited to interviewing, collecting factual information, applying instructional or informative materials and reconciling discrepancies. Positions in which this degree is found typically are involved in formal classroom and on-the-job training.

Level 1-5--750 points -- In addition to the knowledge of law enforcement principles, practices and techniques described at Factor Level 1-4, a knowledge of immigration and nationality laws, rules and regulations, operational activities and techniques of the U.S. Border Patrol, civil rights of individuals and statutory authorities conferred on all immigration officers sufficient to permit the Border Patrol Agent to perform selected and structured work assignments involving the enforcement of the immigration and nationality laws and the apprehension' of violators of these and related statutes.

Level 1-6--950 points -- In addition to the knowledge and skills described at the preceding levels an intensive practical knowledge of the laws, concepts, operational practices and law enforcement methods and techniques to perform independently the full range of duties typically encountered in the enforcement of immigration and nationality laws and apprehension of violators:

- Sound practical knowledge of immigration and nationality law precedents and court decisions and Immigration and Naturalization Service instructions and regulations concerning nationality and citizenship, alien smuggling, illegal entry, fraud and conspiracy, rights of aliens and the protection and recording of evidence.
- Knowledge of techniques for identifying and categorizing fraudulent documents and expertise in proper law enforcement methods including interrogation, searching, seizing, arresting and self-defense.
- Knowledge of sensor implantation and camouflage techniques relating to the tactical use of electronic sensors and improved opportunities for the apprehension of aliens at or near the borders of the United States.
- Knowledge of the day-to-day actual or potential illegal activities in the assigned area of responsibility "sufficient" to permit the agent to anticipate and eliminate illegal activities.

- Skill and expertise in all aspects of cutting signs as described in occupational information.
- Skill in the preparation of reports and other written technical material, in the preparation of evidence, testimony, information matters about illegal activities and practices encountered in daily activities and similar data.
- Skill in detecting speech mannerisms, differences in attire and customs of aliens and associating this information with known facts concerning their place of origin. Most Border Patrol Agents are at this level.

Level 1-7--1250 points -- In addition to the knowledge described at level 1-6:

- Extensive knowledge of immigration and nationality laws, regulations, precedents, court decisions, and current instructions concerning nationality and citizenship, admission, exclusion, deportation, inspection, rights and requirements of aliens, smuggling, illegal entry, etc.
- Skill in consolidating ostensibly disparate facts, events, and other types of intelligence material and developing therefrom information, guidelines, and techniques for application in the detection, apprehension and prosecution of persons attempting to violate immigration and nationality laws.
- Skill in coordinating intelligence gathering operations on a sector-wide basis and developing specific cases or complaints.
- Skill in developing continuing sources of information. Information may relate to routes and means of travel, area political conditions, economic pressures, population changes, availability and sources of fraudulent documents, and other factors which may have an effect on illegal alien activity.

FACTOR 2, SUPERVISORY CONTROLS

"Supervisory Controls" covers the nature and extent of direct or indirect controls exercised by the supervisor, the employee's responsibility, and the review of completed work. Controls are exercised by the supervisor in the way assignments are made, instructions are given to the employees, priorities and deadlines are set, and objectives and boundaries are defined. Responsibility of the employee depends upon the extent to which the employee is expected to develop the sequence and timing of various aspects of the work, to modify or recommend modification of instructions, and to participate in establishing priorities and defining objectives. The degree of review of completed work depends upon the nature and extent of the review, e.g., close and detailed review of each phase of -the assignment; detailed review of the finished assignment; spot-check of finished work for accuracy; or review only for adherence to policy.

Level 2-1--25 points -- A Border Patrol Agent of higher grade or the supervisor maintains close surveillance and control over the work. Assignments are accompanied by complete, specific and detailed instructions. The work assigned is performed under close supervision, and the employee may consult the supervisor as required and whenever situations develop that were not covered by the original instructions. Work is reviewed in progress and on completion for completeness, quality, accuracy and adherence to instructions and established procedures.

Level 2-2--125 points -- The supervisor or a Border Patrol Agent provides instructions concerning types of assignments, new or unusual techniques to use and any advance information known about suspects, crossing locations, vehicle descriptions or numbers of people involved. Whenever possible, the Border Patrol Agent consults with the supervisor or higher graded agent when an unusual or unanticipated situation is encountered. Completed work is reviewed through work reports, appraisals and subsequent discussions of completed assignments. Assignments are selected and structured to provide exposure to and experience in the full range of Border Patrol functions performed at the employing sector or station and of the work performed.

Level 2-3--275 points --The supervisor or a Border Patrol Agent of higher grade makes assignments which involve the performance of the full range of patrol duties available at the sector or station where the agent is assigned, e.g., farm or ranch check, city patrol, sign cutting, etc. While the supervisor generally establishes objectives priorities and highlights areas for special emphasis, the agent plans and carries out assignments independently in accordance with established operating procedures and instructions. In connection with their day-to-day assignments, agents make independent on-the-spot decisions on the basis of available evidence, as the supervisor is generally not available for advice or assistance. Completed work is reviewed through reports and discussions between the agent and the supervisor covering actions taken and assignments completed. The review is focused on general adequacy, soundness of decisions made and conformity to established procedures and instructions.

Level 2-4--450 points --The supervisor assigns work to the agent in a specific specialized area, e.g., anti-smuggling or intelligence functions for a particular geographic area. The agent typically has a continuing responsibility in this area of work. Agents plan and carry out their work independently, establishing priorities, setting deadlines, determining the scope and intensity of their effort based on the needs and objectives of the Service, the limitations imposed by statute and precedent, the resources available and the constraints imposed by time, geographical area to be covered and alien activity. At this level, agents typically have developed considerable expertise in the work of the Patrol and their decisions and recommendations typically are accepted as authoritative statements of fact. In most instances, the work of the agent is performed at locations or in situations that do not lend themselves to supervisory oversight; consequently agents must resolve problems, even those that involve deviations from established procedures or instructions, unfamiliar situations or unusual requirements, on their own initiative. Completed work products, usually technical reports, digests of situations encountered, informative abstracts or letters are accepted as technically sound. Unusual or controversial findings are reviewed primarily to ascertain if they are a potential basis for modifications of operating instructions, procedures or program emphases.

FACTOR 3, GUIDELINES

This factor covers the nature of guidelines and the judgment needed to apply them. Guides used in General Schedule occupations include, for example: desk manuals, established procedures and policies, traditional practices, and reference materials such as. Dictionaries, style manuals, engineering handbooks, the pharmacopoeia, and the Federal Personnel Manual.

Individual jobs in different occupations vary in the specificity, applicability and availability of the guidelines for performance of assignments. Consequently, the constraints and judgmental demands placed upon employees also vary. For example, the existence of specific instructions, procedures, and policies may limit the opportunity of the employee to make or recommend decisions or actions. However, in the absence of procedures or under broadly stated objectives, employees in some occupations may use considerable judgment in researching literature and developing new methods.

Level 3-1--25 points -- The Border Patrol Agent receives intensive formal classroom instruction in all aspects of the work of the Patrol. The agent applies this training in situations where most, if not all, situations are covered by specific instructions such as standing orders or well-institutionalized work procedures. The agent adheres strictly to these guidelines unless authorized to do otherwise by the supervisor, an instructor, or higher graded Border Patrol Agent.

Level 3-2--125 points -- Guidelines available include laws, manuals, regulations, precedents, interpretation, operating procedures, standing orders and established methods and techniques. These guidelines are detailed and generally directly applicable to most situations encountered. Some judgment is used by the agent in identifying and selecting appropriate guidelines for use in specific cases or situations and in choosing the best approach to a particular situation from among several available alternatives. The agent has some opportunity to exercise judgment in the application of guidelines when conducting interrogations of suspects.

Level 3-3--275 points -- Basic and general information is provided in the various laws, regulations and interpretations that pertain to the work performed by the Border Patrol Agent, handbooks, manuals, instructions and orders, precedent court decisions, appeals board rulings, rules of evidence and court procedures. The agent exercises considerable ingenuity in making judgments, 'applying various techniques and procedures and using discretion in the application of available guidelines to the wide variety of individual cases and situations encountered. While guidelines are always available, the agent frequently must apply standard practices and techniques to new situations, relate new situations to old precedents and adapt and modify guidelines whenever it becomes necessary, e.g., application of instructions and procedures to situations involving re-entry, voluntary deportations, assisting in entry, etc.

FACTOR 4, COMPLEXITY

This factor covers the nature, number, variety, and intricacy of tasks, steps, processes, or methods in the work performed; the difficulty in identifying what needs to be done; and the difficulty and originality involved in performing the work.

Level 4-2--75 points -- The work of the Border Patrol Agent involves the application of a variety of institutionalized procedures and methods in controlled work situations and provides practical experience in the apprehension, interrogation and processing of illegal aliens. The agent performs assignments that consist generally of the more routine aspects of the work usually assigned to higher graded agent;. These assignments are typically predetermined to provide specific types of practical experience and exposure to particular operating situations and problems.

Level 4-3--150 points -- The Border Patrol Agent uses established procedures and methods to apprehend, interrogate and process illegal aliens. Assignments are complicated by changing conditions or situations involving factors such as the nature of the illegal activity encountered, modus operandi of the lawbreaker, degree of difficulty involved in establishing facts and protection of the suspect's civil rights. The requirements of individual assignments may alter established operating procedures, standing orders and rules or require new interpretations and different application of statutory authorities conferred by the Immigration and Nationality Act.

Level 4-4--225 points -- The work of the Border Patrol Agent, usually performed in connection with anti-smuggling or intelligence activities, includes planning, organizing and carrying out a variety of complex assignments that involve the use of incomplete or inconclusive information, the need for variation in approaches and the resolution of unacceptable, inconsistent or unforeseen results. The agent is confronted by large numbers of disparate operating situations which fit no common pattern and are not susceptible to solution by a single method, approach or attack. Assignments typically require the agent to make unreviewed decisions and draw conclusions about matters of citizenship, criminal activities, right of entry, fraud, conspiracy and other similar matters relating to the immigration and nationality laws after evaluating and interpreting information from any sources. This information is typically difficult to standardize and must be assessed on an individual or situational basis. Work performed at this level requires the agent to use and control informants and conduct subtle, probing interrogations, in many instances, in Spanish or another foreign language.

FACTOR 5, SCOPE AND EFFECT

Scope and Effect covers the relationship between the nature of the work, i.e., the purpose, breadth, and depth of the assignment, and the effect of work products or services both within and outside the organization.

In General Schedule occupations, effect measures such things as whether the work output facilitates the work of others, provides timely services of a personal nature, or impacts on the

adequacy of research conclusion's. The concept of effect alone does not provide sufficient information to properly understand and evaluate the impact of the position. The scope of the work completes the picture, allowing consistent evaluations. Only the effect o properly performed work is to be considered.

Level 5-1--25 points-This level is appropriate for trainee assignments for inexperienced Border Patrol Agents who have just entered the Service. These agents perform limited duties under close supervision and carefully controlled conditions usually in classroom or on-the-job training environments.

Level 5-2--75 points -- The purpose of the work is to: (1) enforce the Immigration and Nationality Act and related statutes; and (2) provide exposure to and experience in the programs, policies and procedures of the Immigration and Naturalization Service and a basis for more responsible assignments. Successful completion of assignment facilitates the apprehension of illegal aliens, prevention of unauthorized persons entering the United States and promotion of crime detection and prevention at or near the borders of the United States.

Level 5-3--150 points -- The agent's actions prevent unauthorized persons from entering the United States, deter the smuggling of aliens, narcotics and other contraband goods, promote the detection and prevention of crime at or near the borders of the United States and effect the apprehension and expulsion of aliens who are in an illegal status. Effective accomplishment of assigned duties has considerable impact on the reservation of employment opportunities for U.S. citizens and legal resident aliens, reduction of unlawful drains on economic, social and political services and institutions and the operations of other enforcement units of the Immigration and Naturalization Service.

Level 5-4--225 points -- In addition to performing the kinds of work assignments described at Level 5-3, the work of the agent at this level involves uncovering suspected conspiracies and attempted violations of law before they actually occur, developing appropriate responses which eliminate or minimize these activities, collecting advance information on these attempted violations and the collection and refinement of information in cooperation with officials of other nations, e.g., locating and securing birth or baptismal certificates from jurisdictions in the interior of Mexico. Information developed by the agent is used by responsible management as a basis for planning work, revising operations and methods, shifting areas of surveillance, altering sector or unit complements and preparing them for anticipated activities and assigning personnel.

FACTOR 6, PERSONAL CONTACTS

This factor includes face-to-face contacts and telephone and radio dialogue with persons not in the supervisory chain. (NOTE: Personal contacts with supervisors are covered under Factor 2, Supervisory Controls.) Levels described under this factor are based on what is required to make the initial contact, the difficulty of communicating with those contacted, and the setting in which the contact takes place (e.g., the degree to which the employee and those contacted recognize their relative roles and authorities).

Above the lowest level, points should be credited under this factor only for contacts which are essential for successful performance of the work and which have a demonstrable impact on the difficulty and responsibility of the work performed.

The relationship of Factors 6 and 7 presumes that the same contacts will be evaluated for both factors. Therefore, use the personal contacts which serve as the basis for the level selected for Factor 7 as the basis for selecting a level for Factor 6.

Level 6-1--10 points -- Personal contacts are with higher graded Border Patrol Agents or other Immigration and Naturalization Service personnel, e.g., Electronics Technicians, communications personnel, pilots, clerical personnel, within the immediate office or related units within the sector or station.

Level 6-2--25 points -- Personal contacts are with a number of employees in the Service, but outside the immediate organization, e.g., Immigration Inspectors, Investigators, technical personnel. These contacts generally are established on a cyclical or routine basis and within a structured setting.

Level 6-3---60 points -- Personal contacts are with the general public including legal and illegal immigrants, officials of other Federal agencies, e.g., the Departments of Agriculture, Justice and Interior, representatives of State and local governments, personnel from other law enforcement agencies, Federal and non-Federal, foreign officials and attorneys. These contacts are established on a non-routine basis and may take place in a wide variety of settings within or outside the sector or station. Most Border Patrol Agent positions are at this level.

Level 6-4--110 points -- Personal contacts are with high ranking officials from outside the Service including key officials and top law enforcement personnel from other Departments and agencies, representatives of foreign governments, congresspersons, top officials from State and local governments and leaders from the law enforcement, criminal justice and legal communities.

FACTOR 7, PURPOSE OF CONTACTS

In General Schedule occupations, purpose of personal contacts ranges from factual exchanges of information to situations involving significant or controversial issues and differing viewpoints, goals, or objectives. The personal contacts which serve as the basis for the level selected for this factor must be the same as the contacts which are the basis for the level selected for Factor 6.

Level 7-1--20 points -- Contacts are established to obtain and exchange factual information that is directly related to the work. This level is generally restricted to trainee or developmental Border Patrol Agent positions.

Level 7-2--50 points -- Contacts are established to plan and coordinate work efforts with other Service personnel and resolve operating problems. The people contacted by the Border Patrol

Agent are generally cooperative and have mutual objectives or goals. Relatively few Border Patrol Agent positions are at this level.

Level 7-3--120 points -- Contacts are established to detain, control or interrogate apparent violators of the immigration laws. Persons contacted frequently are uncooperative, uncommunicative, hostile, afraid, evasive or dangerous. These conditions require Border Patrol Agents to be extremely skillful in how they approach individuals and groups and very selective in the methods and techniques used to collect and evaluate information and interrogate suspects. Most Border Patrol agent positions are at this level.

FACTOR 8, PHYSICAL DEMANDS

The "Physical Demands" factor covers the requirements and physical demands placed on the employee by the work assignment. This includes physical characteristics and abilities (e.g., specific agility and dexterity requirements) and the physical exertion involved in the work (e.g., climbing, lifting, pushing, balancing, stooping, kneeling, crouching, crawling, or reaching). To some extent the frequency or intensity of physical exertion must also be considered, e.g., a job requiring prolonged standing involves more physical exertion than a job requiring intermittent standing.

NOTE: Regulations governing pay for irregular or intermittent duty involving unusual physical hardship or hazard are in Chapter 550, Federal Personnel Manual.

Level 8-1--5 points -- The work is primarily sedentary, although there may be some standing and bending involved. The agent also may be required to do some walking or lifting and carrying of small or light objects.

Level 8-2--20 points -- The work requires frequent and recurring surveillance in which there is a considerable amount of walking, stooping, bending and climbing. The agent also may be required to lift and carry moderately heavy objects occasionally.

Level 8-3--50 points -- The work requires protracted periods of strenuous physical exertion such as long periods of standing, walking, and running over rough, uneven or rocky terrain; operating vehicles over rough or uneven surfaces in cold and hot climates or in dry, dusty areas and; climbing trees or buildings of various heights or in mountainous country. The agents must be able to defend themselves and others as required against physical attacks.

FACTOR 9, WORK ENVIRONMENT

The "Work Environment" factor considers the risks and discomforts in the employee's physical surroundings or the nature of the work assigned and the safety regulations required. Although the use of safety precautions can practically eliminate a certain danger or discomfort, such situations typically place additional demands upon the employee in carrying out safety regulations and techniques.

NOTE: Regulations governing pay for irregular or intermittent duty involving unusual physical hardship or hazard are in Chapter 550, Federal Personnel Manual.

Level 9-1--5 points -- Work usually is performed in an office, classroom or communications center environment which involves minimal risks and discomfort. No special safety or security precautions are required.

Level- 9-2--20 points -- The work involves frequent exposure to moderate discomfort, unpleasant working situations or exposure to high noise levels and adverse weather conditions, hot, cold, wet and dry. Safety or security precautions sometimes are required, and the agent may have to use appropriate clothing or gear.

Level 9-3--50 points -- The work involves high risks with exposure to a wide variety of potentially dangerous situations or unusual environmental stresses such as operation of motor vehicles in high speed chases, boarding of moving trains and vessels and possible gunfire or physical attack. The agent typically works long and irregular hours, on weekends, and at night and frequently changes shifts and duty stations. Assignments are subject to change without advance notice and in some instances with very little lead time.

OPM BENCHMARK DESCRIPTIONS

BORDER PATROL AGENT, GS-1896-5, BMK#1

Duties

This is a trainee level. The trainee Border Patrol Agent performs duties which have been selected to provide, through formal classroom training and on-the-job experience:

- familiarization with immigration and nationality laws and related rules and regulations, statutory authority of Border Patrol Agents and other activities relevant to immigration law enforcement;
- orientation on the program, policies and procedures of the Immigration and Naturalization Service and its management and operational activities;
- proficiency in the Spanish language;
- performance of duties such as sign cutting, city patrol, traffic check, etc.

Factor 1, Knowledge Required by the Position--Level 1-4--550 points

- Knowledge of commonly used interviewing and other information-gathering methods and techniques sufficient to permit the agent to collect evidence, question suspects, identify violations and arrest violators.
- Skill in establishing, maintaining and improving interpersonal relationships sufficient to permit the agent to question suspects and others, collect information from groups and individuals with varying backgrounds, and make proper disposition.
- Skill in gathering factual information through questioning, observation of movements of persons across or near borders, examination of documents and records, and eliciting relevant data to locate and apprehend illegal aliens.
- Skill in interpreting and correctly applying laws, regulations, precedents and other instructional or informative material to assure that proper apprehensions are made.

Factor 2, Supervisory Controls--Level 2-1--25 points

The supervisor or a Border Patrol Agent of higher grade assigns work. Assignments are accompanied by complete, specific and detailed instructions regarding work requirements, techniques and methods to be employed, advance information and expectations. The work assigned is performed under the close supervision of a higher graded Border Patrol Agent who is consulted frequently as situations develop that may not have been completely or specifically covered by initial instructions. Work is reviewed in progress and on completion for completeness, quality, conformance to instructions and observance of appropriate procedures.

Factor 3, Guidelines--Level 3-1--25 points

Receives intensive formal classroom instruction in immigration and nationality laws, rules and regulations; operational activities, methods and techniques; law enforcement procedures; constitutional rights of individuals and statutory authorities of immigration officers; and the Spanish language. Applies training in work situations where most if not all situations are covered by standing orders or well-institutionalized work procedures. The agent has some opportunity for judgment in the application of guidelines in specific, selected assignments, e.g., existence of violations, application of regulations, identification of alternative approaches.

Factor 4, Complexity--Level 4-2--75 points

The work involves the application of a variety of institutionalized procedures and methods in controlled work situations and provides practical experience in the apprehension, interrogation, and processing of illegal aliens. Assignments typically involve aspects of work assigned to higher graded agents to provide specific types of practical experience or exposure to particular situations or problems.

Factor 5, Scope and Effect--Level 5-2--75 points

The purpose of the work is to: (1) enforce the Immigration and Nationality Act and related statutes; and (2) provide exposure to and experience in the programs, policies and procedures of the Immigration and Naturalization Service and a basis for more responsible assignments. Successful completion of assignments facilitates the apprehension and expulsion of illegal aliens, prevention of unauthorized persons entering the United-States and promotion of crime detection and prevention at and near the borders of the United States.

Factor 6, Personal Contacts--Level 6-3--60 points

Personal contacts are with the general public, including legal and illegal immigrants, officials of other Federal agencies, e.g., the Department of Agriculture, Justice and Interior, representatives of State and local governments, personnel from other law enforcement agencies, Federal and non-Federal, foreign officials and attorneys. These contacts are established on a non-routine basis and may take place in a wide variety of settings within or outside the sector or station.

Factor 7, Purpose of Contacts--Level 7-1--20 points

Contacts are established to obtain and exchange factual information about the work.

Factor 8, Physical Demands--Level 8-3--50 points

Work requires considerable and strenuous physical exertion such as long periods of standing, walking and running over rough, uneven or rocky surfaces; driving standard and four wheel drive vehicles over rough surfaces, through cold timber land, or in hot, dry and dusty areas; climbing of various heights. Agent must be prepared to defend self and others against physical attack, resorting to the use of firearms only as a last resort.

Factor 9, Work Environment--Level 9-3--50 points

Work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress, such as operation of automobiles in high-speed chases, boarding moving trains and vessels, or possible gunfire. May be required to work long and irregular hours on weekends and at night, frequently changing shifts and duty stations. Assignments are subject to change without advance notice.

TOTAL POINTS--930

BORDER PATROL AGENT, GS-1896-7, BMK#1

Duties

The Border Patrol Agent enforces the immigration and nationality laws and the corresponding criminal code and apprehends violators of these and other related laws within the jurisdiction of

the Immigration and Naturalization Service. Through formal classroom training and on- the-job exposure to the management and operational activities of the Immigration and Naturalization Service, develops knowledge and skills necessary to perform more responsible assignments.

- Through leads, personal observation of persons, and other means, detects individuals suspected of violating immigration laws. Questions such persons and inspects their documents to determine citizenship or alien status, using the Spanish language as needed to communicate.
- Searches for persons in vehicles, buildings, and outdoor areas. Observes and interprets physical signs of illegal entry into the country.
- Apprehends and searches violators; questions them and others involved, such as witnesses. Recommends to team leader or to supervisor that suspect be held for further questioning or immediately returned to country of origin.
- Writes reports concerning apprehensions, interrogations and other activities relevant to immigration law enforcement.

Factor 1, Knowledge Required by the Position--Level 1-5--750 points

- Knowledge of immigration and nationality laws, rules and regulations, operational activities and techniques; law enforcement activities; constitutional rights of individuals and statutory authorities conferred upon all immigration officers sufficient to recognize violations of law, apprehend violators and make proper arrests.
- Skill in obtaining information through observation, questioning individuals, searching records, and other means to locate and apprehend illegal aliens;
- Knowledge of proper law enforcement procedures, including methods of searching, seizing, arresting, and self-defense.

Factor 2, Supervisory Controls--Level 2-2--125 points

Initially works with a Border Patrol Agent of higher grade. Assignments are selected and structured to provide exposure to and experience in the full range of Border Patrol functions performed at the employing sector or station. Receives instructions concerning the nature of the assignment, and any advance information known, e.g., location, name, description of habits of a suspect or the number of people, type of vehicle and suspected point of entry in an instance of smuggling. Whenever possible, consults with supervisor or higher graded agent when confronted with an unusual or unanticipated situation. Completed work is reviewed through work reports and subsequent discussions of actions taken and assignments completed. These discussions also are used to determine if instructions have been obeyed and proper law enforcement methods and principles have been employed and to suggest more effective alternatives for future use.

Factor 3, Guidelines--Level 3-2--125 points

Guidelines available include laws, regulations, handbooks, manuals, precedents interpretations, operating procedures, standing orders and established methods and techniques. These guidelines are very detailed and ordinarily are directly applicable to -most situations. Some judgment is exercised by the agent in the identification and selection of appropriate guidelines and deciding among alternative approaches to a given situation.

Factor 4, Complexity--Level 4-2--75 points

The work of the Border Patrol Agent involves the application of a variety of institutionalized procedures and methods in controlled work situations and provides practical experience in the apprehension, interrogation and processing of illegal aliens. The agent performs assignments that consist generally of the more routine aspects of the work usually assigned to higher graded agents. These assignments are typically predetermined to provide specific types of practical experience and exposure to particular operating situations and problems.

Factor 5, Scope and Effect--Level 5-2--75 points

The purpose of the work is to: (1) enforce the Immigration and Nationality Act and related statutes; and (2) provide exposure to and experience in the programs, policies and procedures of the Immigration and Naturalization Service and a basis for more responsible assignments. Successful completion of assignment facilitates the apprehension of illegal aliens, prevention of unauthorized persons entering the United States and promotion of crime detection and prevention at or near the borders of the United States.

Factor 6, Personal Contacts--Level 6-3--60 points

Personal contacts are with the general public, including legal and illegal immigrants, officials of other Federal agencies, e.g., the Departments of Agriculture, Justice and Interior, representatives of State and local governments, personnel from other law enforcement agencies, Federal and non-Federal, foreign officials and attorneys. These contacts are established on a non-routine basis and may take place in a wide variety of settings within or outside the sector or station.

Factor 7, Purpose of Contacts--Level 7-3--120 points

Contacts are established to detain, control or interrogate apparent violators of the immigration laws. Persons contacted frequently are uncooperative, uncommunicative, hostile, afraid, evasive or dangerous. These conditions require Border Patrol Agents to be extremely skillful in how they approach individuals and groups and very selective in the methods and techniques used to collect and evaluate information and interrogate suspects.

Factor 8, Physical Demands--Level 8-3--50 points

Work requires considerable and strenuous physical exertion such as long periods of standing, walking and running over rough, uneven or rocky surfaces; driving standard and four wheel drive vehicles over rough surfaces; through cold timber land, or in hot, dry and dusty areas; climbing of various heights. Agent must be prepared to defend self and others against physical attack, resorting to the use of firearms only as a last resort.

Factor 9, Work Environment--Level 9-3--50 points

Work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress, such as operation of automobiles in high-speed chases, boarding moving trains and vessels, or possible gunfire. May be required to work long and irregular hours, on weekends and at night, frequently changing shifts and duty stations. Assignments are subject to change without advance notice.

TOTAL POINTS--1430

BORDER PATROL AGENT, GS-1898-9, BMK#1

Duties

Border Patrol Agents at this level independently perform the full range of patrol duties found at the employing sector or station to enforce the immigration and nationality laws and the corresponding criminal code, and to apprehend violators of these and related laws within the jurisdiction of the Immigration and Naturalization Service.

- Working alone or as a member of a team, performs a variety of typical duties including sign cutting, farm and ranch check, traffic check, transportation check, city patrol, boat patrol, crewman control and international boundary security operations.
- Develops and uses information from a variety of sources including informants, State and local law enforcement agencies, social and political organizations and private citizens to apprehend smugglers, i.e., persons who for gain assist aliens to enter the United States illegally and transport them to interior centers of population.
- Through leads, personal observation of persons, and other means, such as document reviews and record searches, identifies individuals suspected of violating immigration laws. Questions such persons and inspects their documents to determine citizenship or alien status, using Spanish as needed to communicate. Determines country of origin, e.g., Mexico, Columbia, Costa Rica, etc.
- Apprehends and searches violators, questions them and others involved such as witnesses. Transports suspects to headquarters for further questioning or arranges for

return to country of origin. Prepares reports concerning apprehensions, interrogations and other related matters.

- Uses remote monitored sensor system and other electronic equipment, e.g., night scope, to detect and identify aliens or other persons entering the country illegally.

Factor 1, Knowledge Required by the Position--Level 1-6--950 points

- Intensive practical knowledge of the laws, concepts, operational practices and law enforcement methods and techniques sufficient to enable the agent to perform independently the full range of duties typically encountered in the enforcement of immigration and nationality laws and apprehend violators of these laws and related criminal statutes.
- Sound practical knowledge of immigration and nationality law precedents and court decisions and Immigration and Naturalization Service instructions and regulations concerning nationality and citizenship, alien smuggling, illegal entry, fraud and conspiracy, rights of aliens and the protection and recording of evidence.
- Knowledge of appropriate techniques for identifying and categorizing counterfeit and fraudulent documents and expertise in proper law enforcement methods, including interrogating, searching, seizing, arresting and self-defense.
- Knowledge of sensor implantation and camouflage techniques relating to the tactical uses of electronic sensors and improved opportunities for the apprehension of aliens at or near the borders of the United States.
- Knowledge of the day-to-day actual or potential illegal activities that occur or are likely to occur in the assigned area of responsibility. This knowledge permits the agent to anticipate and eliminate illegal activities.
- Skill and expertise in all aspects of cutting signs.
- Skill in the preparation of reports and other written technical material that deal with the collection, protection and recording of evidence, the presentation of testimony and the retention of informational materials concerning illegal activities and practices encountered during daily activities and similar data.
- Skill in detecting speech mannerisms, differences in attire and customs of aliens and associating this information with known facts concerning their place of origin.

Factor 2, Supervisory Controls--Level 2-3--275 points

Receives available information concerning the nature of assignment from the supervisor or a Border Patrol Agent of higher grade, e.g., information on anticipated activities, crossings, vehicles involved, tips, leads, etc. Uses initiative and judgment in differentiating between

obvious individual violations that may be disposed of immediately and those that have implications beyond the immediate violation and require coordination with the operations and activities of others. Completed work is reviewed through reports, infrequent discussions of actions taken and assignments completed. This review is concentrated on general adequacy of results achieved, soundness of decisions made and conformity to established policy and operating procedures. Border Patrol Agents typically receive little if any supervisory assistance or advice as they pursue their day-to-day assignments, unless they encounter an unusual situation not previously encountered or covered by an established precedent. In these situations the agent ordinarily will request advice or assistance.

Factor 3, Guidelines--Level 3-3--275 points

Basic and general information is provided in the various laws, regulations, and interpretations pertaining to the work performed, operating handbooks, agency manuals, instructions and orders, precedent decisions by the courts and appeals board, rules of evidence, and court procedures. The agent exercises considerable ingenuity in making judgments, applying techniques, and using discretion in the application of general guidelines to the wide variety of individual cases encountered. For example, the agent frequently adapts and modifies instructions and procedures when new situations are encountered in connection with re-entries, voluntary deportations and misuse of entry documents.

Factor 4, Complexity--Level 4-3--150 points

Assignments involve the application of law enforcement procedures, quickly and accurately interrogating suspects, taking sworn statements, evaluating information, and deciding on the best course of action as each situation develops.

Assignments are complicated by factors such as nature of illegal activity, variety of methods used by lawbreakers, difficulty in establishing facts, e.g., some aliens use different names and addresses each time they are arrested, court decisions affecting operations, and protection of the suspect's civil rights. Court rulings may alter established operating procedures or challenge the interpretation of statutory authorities conferred by the Immigration and Nationality Act.

Factor 5, Scope and Effect--Level 5-3--150 points

The purpose of work assignments is to enforce the Immigration and Nationality Act and related statutes. Actions prevent unauthorized persons from entering the United States, deter the smuggling of aliens, narcotics and contraband goods, promote crime detection and prevention within the border area, and effect the apprehension and expulsion of aliens who are in an illegal status. The agent's competence and conduct in completing assignments and subsequent court testimony, as required, determines to a large extent whether it will be possible to gain convictions of those who have been apprehended. Many of these individuals are also guilty of crimes under other criminal and Federal statutes. Effective accomplishment of assignments has considerable impact on reserving employment opportunities for U.S. citizens and legal residents aliens, and on the operations of other enforcement units of the Service. Agents must seek out and

apprehend persons who have escaped detection in the border areas, frequently at great effort and expense in large industrial cities away from the border areas.

Factor 6, Personal Contacts--Level 6-3--60 points

Personal contacts are with the general public, including legal or illegal immigrants, U.S. citizens at all social and professional levels, officers of other law enforcement agencies, foreign officials, and attorneys.

Factor 7, Purpose of the Contacts--Level 7-3--120 points

Contacts are established to detain, control or interrogate apparent violators of the immigration laws. Persons contacted frequently are uncooperative, uncommunicative, hostile, afraid, evasive or dangerous. These conditions require Border Patrol Agents to be extremely skillful in how they approach individuals and groups and very selective in the methods and techniques used to collect and evaluate information and interrogate suspects.

Factor 8, Physical Demands--Level 8-3--50 points

Work requires considerable and strenuous physical exertion such as long periods of standing, walking and running over rough, uneven or rocky surfaces; driving standard and four wheel drive vehicles over rough surfaces, through cold timber land, or in hot, dry and dusty areas; climbing of various heights. Agent must be prepared to defend self and others against physical attack, resorting to the use of firearms only as a last resort.

Factor 9, Work Environment--Level 9-3--50 points

Work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress, such as operation of automobiles in high-speed chases, boarding moving trains and vessels, or possible gunfire. May be required to work long and irregular hours, on weekends and at night, frequently changing shifts and duty stations. Assignments are subject to change without advance notice.

TOTAL POINTS--2080

BORDER PATROL AGENT, GS-1896-9, BMK#2

Duties

The Border Patrol Agent independently performs the full range of patrol duties found at the employing sector or station. The purpose of such actions relates to the enforcement of immigration and nationality laws and the corresponding criminal code involving the apprehension of violators of these and related laws within the jurisdiction of the Immigration and Nationality Service.

- Working alone or as a member of a team, performs a variety of typical duties including sign cutting, farm and ranch check, traffic check, transportation check, city patrol, boat patrol, crewman control and international boundary security operations.
- Develops and uses information from a variety of sources including informants, Federal, State and local law enforcement agencies, social and political organizations and private citizens to identify and apprehend smugglers, e.g., persons who for gain assist aliens to enter the United States illegally and transport them to interior centers of population.
- Through an intimate knowledge of the local geographical area, information and leads developed, personal observation of persons entering and leaving the border area, and other means such as document reviews, and record searches, identifies individuals suspected of violating immigration laws. Questions such persons and inspects their documents to determine citizenship or alien status, using Spanish or another foreign language as needed to communicate. Determines through questioning whether a violation of immigration and nationality laws has occurred.
- Apprehends and searches violators, questions them and others involved such as witnesses. Transports suspects to the station or sector and conducts an intensive interrogation to elicit and establish facts and evidence surrounding the violation.
- Prepares reports and documents covering the apprehension, interrogation, and final disposition of the case. As necessary, prepares and presents the government's case before the United States Magistrate. Appears as a witness before the court when called to do so.
- Uses remote monitored sensor system and other electronic equipment e.g., night scope, to detect and identify aliens or other persons entering the country illegally.

Factor 1, Knowledge Required by the Position--Level 1-6--950 points

- Intensive practical knowledge of the laws, concepts, operational practices and law enforcement methods and techniques sufficient to enable the agent to perform independently the full range of duties typically encountered in the enforcement of immigration and nationality laws and apprehend violators of these laws and related criminal statutes.
- Sound practical knowledge of immigration and nationality law precedents and court decisions and Immigration and Naturalization Service instructions and regulations concerning nationality and citizenship, alien smuggling, illegal entry, fraud and conspiracy, rights of aliens and the protection and recording of evidence.
- Knowledge of appropriate techniques for identifying and categorizing counterfeit and fraudulent documents and expertise in proper law enforcement methods, including interrogating, searching, seizing, arresting and self-defense.

- Knowledge of sensor implantation and camouflage techniques relating to the tactical uses of electronic sensors and improved opportunities for the apprehension of aliens at or near the borders of the United States.
- Knowledge of the 'geographic area, laws and customs of the assigned area. This knowledge permits the agent to anticipate and eliminate illegal activities that are likely to occur.
- Skill and expertise in all aspects of cutting signs.
- Skill in the preparation of reports and other written technical material that deal with the collection, protection and recording of evidence, the presentation of testimony and the retention of informational materials concerning illegal activities and practices encountered during daily activities and similar data.
- Skill in detecting speech mannerisms, differences in attire and customs of aliens and associating this information with known facts concerning their place of origin.

Factor 2, Supervisory Controls--Level 2-3--275 points

Receives available information concerning the nature of assignment from the supervisor or a Border Patrol Agent of higher grade, e.g., information on anticipated activities, crossings, vehicles involved, tips, leads, etc. Uses initiative and judgment in differentiating between obvious individual violations that may be disposed of immediately and those that have implications beyond the immediate violation and require coordination with the operations and activities of others. Completed work is reviewed through reports, infrequent discussions of actions taken and assignments completed. This review is concentrated on general adequacy of results achieved, soundness of decisions made and conformity to established policy and operating procedures. Border Patrol Agents typically receive little if any supervisory assistance or advice as they pursue their day-to-day assignments, unless they encounter an "unusual situation not previously encountered or covered by an established precedent. In these situations the agent ordinarily will request advice or assistance.

Factor 3, Guidelines--Level 3-3--275 points

Basic and general information is provided in the various laws, regulations, and interpretations pertaining to the work performed, operating handbooks, agency manuals, instructions and orders, precedent decisions by the courts and appeals board, rules of evidence, and court procedures. The agent exercises considerable ingenuity in making judgments, applying techniques, and using discretion in the application of general guidelines to the wide variety of individual cases encountered. For example, the agent frequently adapts and modifies instructions and procedures when new situations are encountered in connection with re-entries, voluntary deportations and misuse of entry documents.

Factor 4, Complexity--Level 4-3--150 points

Assignments involve the application of immigration and nationality laws, rules and regulations, to varying situations requiring quick and accurate decisions.

Assignments are complicated by factors such as nature of illegal activity, variety of methods used by lawbreakers, difficulty in establishing facts, e.g., some aliens use different names and addresses each time they are arrested, court decisions affecting operations, and protection of the suspect's civil rights. Court rulings may alter established operating procedures or challenge the interpretation of statutory authorities conferred by the Immigration and Nationality Act.

Factor 5, Scope and Effect--Level 5-3--150 points

The purpose of work assignments is to enforce the Immigration and Nationality Act and related statutes. Actions prevent unauthorized persons from entering the United States, deter the smuggling of aliens, narcotics and contraband goods, promote crime detection and prevention within the border area, and effect the apprehension and expulsion of aliens who are in an illegal status. The agent's competence and conduct in completing assignments and subsequent court testimony as required, determines to a large extent whether it will be possible to gain convictions of those who have been apprehended. Many of these individuals are also guilty of crimes under other criminal and Federal statutes. Effective accomplishment of assignments has considerable impact on reserving employment opportunities for U.S. citizens and legal resident aliens, and on the operations of other enforcement units of the Service. Agents must seek out and apprehend persons who have escaped detection in the border areas, frequently at great effort and expense in large industrial cities away from the border areas.

Factor 6, Personal Contacts--Level 6-3--60 points

Personal contacts are with the general public, including legal or illegal immigrants, U.S. citizens at all social and professional levels, officers of other law enforcement agencies, foreign officials, and attorneys and U.S. magistrates.

Factor 7, Purpose of the Contacts--Level 7-3--120 points

Contacts are established to detain, control or interrogate apparent violators of the immigration laws. Persons contacted frequently are uncooperative, hostile, afraid, evasive or dangerous. These conditions require Border Patrol Agents to be extremely skillful in how they approach individuals- and groups and very selective in the methods and techniques used to collect and evaluate information and interrogate suspects.

Factor 8, Physical Demands--Level 8-3--50 points

Work requires considerable and strenuous physical exertion such as long periods of standing, walking and running over rough, uneven or rocky surfaces; driving standard and four wheel drive vehicles over rough surfaces, through cold timber land, or in hot, dry and dusty areas;

climbing of various heights. Agent must be prepared to defend self and others against physical attack, resorting to the use of firearms only as a last resort.

Factor 9, Work Environment--Level 9-3--50 points

Work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress, such as operation of automobiles in high-speed chases, boarding moving trains and vessels, or possible gunfire. May be required to work long and irregular hours, on weekends and at night, frequently changing shifts and duty stations. Assignments are subject to change without advance notice.

TOTAL POINTS--2080

BORDER PATROL AGENT, GS-1896-11, BMK#1

Duties

The Border Patrol Agent is responsible for the operation and coordination of an intelligence program and for providing advance intelligence information about attempts of persons to enter the United States illegally, including alien smuggling, throughout an assigned area, typically an entire sector.

- Collects intelligence information continuously, from a wide variety of sources, including informants in the local area and in neighboring countries, reports from patrol agents throughout the assigned area, sources in other border patrol sectors and other law enforcement agencies, court officials, schools, welfare agencies and civic and business groups.
- Evaluates intelligence information and prepares reports identifying trends and patterns in activities relating to illegal actions of aliens.
- Provides intelligence information to other agents and supervisors on a continuing basis.
- Based on studies of intelligence information, prepares forecasts of smuggling activities and illegal entries and recommends action to counteract and apprehend violators.
- Works in conjunction with anti-smuggling agents as necessary, providing expertise on fraudulent documents and other intelligence information to be used in the development of smuggling cases.
- Provides authoritative- information concerning the types of counterfeit documents used in conjunction with illegal alien activities, including methods of detection, sources and patterns of usage and distribution. Maintains current and complete indices of smugglers and smuggling activities and methods, informants and sources of information, vendors of

counterfeit and altered documents and their activities and methods of operation and public and private air strips.

- Coordinates the intelligence work of other agents within assigned area and trains and orients lower grade agents as required.
- Prepares reports concerning apprehensions, interrogations and other pertinent matters.

Factor 1, Knowledge Required by the Position--Level 1-7--1250 points

Extensive knowledge of immigration and nationality laws, regulations, precedents, court decisions, and current instructions concerning nationality and citizenship, admission, exclusion, deportation, inspection, rights and requirements of aliens, smuggling, illegal entry, etc.

- Skill in consolidating ostensibly disparate facts, events, and other types of intelligence material and developing therefrom information, guidelines, and techniques for application in the detection, apprehension and prosecution of persons attempting to violate immigration and nationality laws.
- Skill in coordinating intelligence gathering operations on a sector-wide basis and developing specific cases or complaints.
- Skill in developing continuing sources of information. Information may relate to routes and means of travel, area political conditions, economic pressures, population changes, availability and sources of fraudulent documents, and other factors which may have an effect on illegal alien activity.
- Knowledge of techniques for identifying and categorizing a variety of fraudulent documents.

Factor 2, Supervisory Controls--Level 2-4--450 points

Assignments which usually involve a continuing responsibility for the intelligence functions and activities within a particular geographic area are made by the supervisor in broad, very general terms. Agents receive minimal, if any, assistance or advice regarding the day-to-day performance of their assignments. Decisions concerning the actual performance of the work are based largely on the agent's individual judgment and expertise.

Using this individual experience and expertise, a knowledge of the peculiarities of the area assigned, patterns of illegal entries and tactical intelligence materials gathered from multiple sources, the agent independently plans and executes the work assigned. The agent also independently establishes work priorities, determines the extent and intensity of the intelligence effort, sets deadlines and develops realistic objectives to assure the most effective results. At this level, agents frequently resolve many problems on their own initiative, including those that involve procedural or program deviations, unfamiliar situations or unusual requirements.

Completed work products, such as letters, technical reports and digests of situations encountered, are accepted as technically correct. Unusual or controversial findings are reviewed primarily to determine if they might be used to modify operating instructions, procedures or program emphases.

Factor 3, Guidelines--Level 3-3--275 points

Basic and general information is provided in the various laws, regulations, and interpretations pertaining to the work performed, operating handbooks, agency manuals, instructions and orders, precedent decisions by the courts and appeals board, rules of evidence, and court procedures.

The immigration and nationality laws, Code of Federal Regulations, operations instructions, service manuals and directives, sector and regional instructions, titles 8 and 18 of the United States Code and the decisions and precedents of the Federal courts provide the broad policy guidance and general information necessary for daily operational decisions. The agent frequently must adapt or revise available guidelines to meet the requirements of a specific situation or assignment. These revisions in some instances form the basis for subsequent changes in policies or procedures. In some situations, the agent must develop new approaches or techniques to cope effectively with new or unusual operating conditions.

Factor 4, Complexity--Level 4-4--225 points

The agent's principal and continuing assignments involve the collection and evaluation of intelligence information for its immediate or operational' importance and for its planning or strategic value. Upon discovery, operational intelligence information is transmitted directly to the affected field unit for inclusion into their operational plans. The agent must recognize, isolate and be prepared to make sound decisions and recommendations and critical judgments based on individual evaluations of the intrinsic relationships of operational intelligence information to strategic informational considerations.

Factor 5, Scope and Effect--Level 5-4--225 points

Intelligence information concerning trends, patterns and fluctuations in illegal alien activities developed and evaluated by the agent and supplied to management is used as a basis for the deployment of personnel to various Border Patrol functions and planning and directing activities at locations throughout the assigned area. The agent evaluates information for reliability, currency and usefulness prepares forecasts of projected illegal alien activities and recommends appropriate action to counteract and apprehend violators. The work of the agent contributes to the enforcement of the immigration and nationality laws by anticipating illegal alien activities prior to actual commission or occurrence and the development of an appropriate response to minimize or eliminate these activities, e.g., identifying conspiracies, and apprehending the conspirators in a group.

Factor 6, Personal Contacts--Level 6-4--110 points

Makes contact with other patrol agents, informants in other countries and the U.S., and a wide variety of other persons of diverse economic, social, occupational and educational backgrounds. Establishes and maintains continuing contact with law enforcement and administrative officials of other Federal, State, and local agencies, and of Mexico or Canada, including attorneys, magistrates, judges and members of the diplomatic community.

Factor 7, Purpose of Contacts--Level 7-3--120 points

The purpose of such contacts is to obtain, evaluate and piece together information from informants, alleged violators, other agents, and law enforcement personnel in order to locate and apprehend violators. Also, trains or orients lower grade agents.

Factor 8, Physical Demands--Level 8-2--20 points

The work involves regular surveillance which involves a considerable amount of walking, bending, stooping or climbing. The agent also may be required to lift and carry moderately heavy objects occasionally.

Factor 9, Work Environment--Level 9-2--20 points

The work environment involves frequent exposure to moderate risk situations, some discomforts, unpleasant working conditions and adverse weather conditions, hot, cold, dry and wet. Safety or security precautions sometimes are necessary and the agent may have to use appropriate clothing or gear. May be required to work long and irregular hours, on weekends and at night and change shifts and duty stations.

TOTAL POINTS--2695