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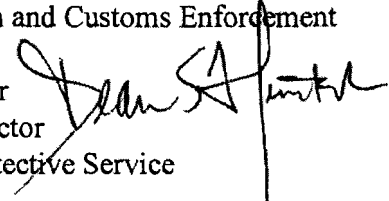


U.S. Immigration
and Customs
Enforcement

MEMORANDUM FOR: All Inspectors and Police Officers

FROM:

Theresa Bertucci 
Deputy Assistant Secretary for Management
Immigration and Customs Enforcement

Dean Hunter 
Acting Director
Federal Protective Service

SUBJECT: Discontinuance of Federal Protective Service Retention Allowance

The purpose of this memorandum is to announce the discontinuance of group retention allowances for Federal Protective Service (FPS) law enforcement personnel at the GS-4 through GS-12 level, effective January 6, 2007. As you know, efforts have been underway to identify strategies for FPS to operate within the revenue it collects for mission-essential services provided. It is our fiduciary responsibility to resolve the funding shortfalls through a variety of management tools. It is within this context that a review of the group retention allowances was performed.

Background

Group retention allowances for FPS uniformed law enforcement personnel were first established in 2002, to address growing attrition coupled with the inability to attract and recruit high quality candidates to fill an increasing number of vacancies. In 2002, the attrition rate among well-trained FPS law enforcement ranks was increasing rapidly and created a net decrease in the number of on-board law enforcement and security personnel. In the 10 months prior to June 2002, FPS lost more than 17 percent of its on-board personnel. This occurred in spite of efforts to increase recruitment and expand the use of special hiring authorities to attract replacements. In April 2006, FPS received approval for a continuation of the retention allowances. Approval was conditioned on a periodic review of the program and confirmation of funds availability to support the retention allowance.

In accordance with Office of Personnel Management regulations, FPS has completed the required review to determine whether group retention allowances should be continued for law enforcement personnel in grades GS-4 through GS-12. The results of this review, coupled with funding shortages

Subject: FPS Retention Allowance

Page 2

and an overall requirement to restructure the FPS workforce driven by ongoing business improvements, do not support the continuation of group retention allowances for uniformed law enforcement personnel. Moreover, attrition problems are no longer an issue and we must direct our attention in FY 2007 to align spending with revenues collected.

Senior leadership remains committed to continue to work toward a long-term solution for the funding shortages within FPS. However, until this is achieved, consideration of GS-1801/1802 conversion and law enforcement retirement coverage needs to be taken up at a later date.

Leadership is working to ensure that we continue to provide the high level of service and support to our customers while remaining fiscally responsible. We appreciate your continuing dedication to the mission of FPS.

cc: Regional Directors