

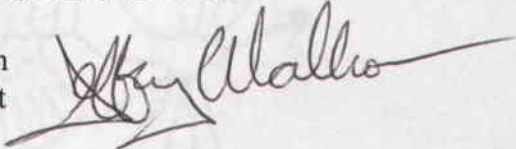
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**U.S. Customs and
Border Protection**

August 26, 2008

MEMORANDUM FOR: Patrol Agent In Charge
El Centro, Calexico, Indio, Riverside

FROM: Jeffrey A. Calhoon 
Chief Patrol Agent

SUBJECT: Shift Bid Pilot Program

This memorandum will serve to outline the Shift Bid Pilot Program concerning senior Border Patrol Agents.

Effective the first pay period of FY09, October 12, 2008 tours of duty will be in four month cycles (October, February, June) and will continue for a one year period. Employees will not remain on the same shift for more than 12 consecutive months, three rotations. Additionally, at the conclusion of the one year trial period, the Pilot Program will be reviewed and the decision whether to continue the program will be at the discretion of the Chief Patrol Agent.

Stations are to form a committee comprising of an SBPA or above, a senior agent (5 years or more in service) and a union representative (5 years or more in service.) The PAIC will select the committee members with the exception of the union representative.

Bids for GS-11s agents with more than five years are open. All interested senior agents should submit a memorandum requesting consideration through their PAIC by close of business September 27th, 2008.

Should you have any questions please direct them to ACPA Sandi Goldhamer at 335-5814.