

132. Describe the qualification criteria used to hire civilian special victim investigators?¹

USA	<p>The following criteria are used to hire civilian special victim investigators: (1) must meet the established Federal criteria to be hired to a 1811 job series position; (2) must not be <i>Brady</i> or <i>Giglio</i> impaired; (3) must undergo a Special Background Investigation and be eligible for a Top Secret clearance; (4) must be physically fit; (5) must have extensive experience in sexual assault investigations (at least 10 years ideally); (6) if not already a trained Federal investigator through either the Federal Law Enforcement Training Center, the FBI Academy, or one of the Services' investigator training programs then must successfully complete the basic CID Special Agent training course at the US Army Military Police School (USAMPS), Ft L. Wood, MO; (7) if not already formally trained, must successfully complete the Special Victim Unit Investigation Course at USAMPS, along with advanced training in domestic violence, child abuse and advanced forensic crime scene processing; (8) must be in good standing with current law enforcement agency.</p>
USAF	<p>AFOSI does not place newly hired special agents into dedicated special victim investigator positions; civilian special victim investigators must have at least three years of general AFOSI special agent experience before being assigned to these positions.</p> <p>In addition, all civilian agents selected for special victim investigator positions must also attend the advance AFOSI Sexual Crimes Investigator Training Program (SCITP) within 180 days of assuming a special victim investigator position.</p> <p>Civilian special victim investigators must meet the same entry level requirements to be an AFOSI special agent as all other civilian AFOSI investigator applicants. While some applicants may have education, training and experience that make them more competitive for a position as an AFOSI special victim investigator, there are no separate qualification standards for becoming a special victim investigator.</p> <p>AFOSI accepts applications for civilian special agent positions from experienced law-enforcement personnel and from inexperienced college graduates looking for entry-level positions. Additional consideration is given to those individuals who have degrees or experience in special skill areas: languages, forensic or computer sciences, accounting, finance and foreign area specialty.</p> <p>In addition to the college degree requirement, one of the following conditions must be met:</p> <ul style="list-style-type: none"> • Overall GPA of 2.95 (or better) in last two years. • GPA of 3.45 (or better) in the college major in the last two years.

¹ Please note this is a follow up question from RFI # 75.

	<ul style="list-style-type: none"> • Class ranking in upper 1/3 of graduating class in the college, university or major subdivision (i.e., School of Business; class rank letter must be signed by Registrar or Dean). • Membership in a National Scholastic Honor Society (excluding freshman year). • One full year of graduate level study. • Possess a Master's or higher degree, e.g., LL.B., J.D., LL.M., Ph.D <p>U.S. Citizenship, a favorably adjudicated top secret security clearance and a favorable AFOSI Applicant Suitability Investigation (ASI) must be obtained before assuming agent duties. Anyone who has been convicted of a misdemeanor crime of domestic violence is automatically disqualified from being appointed to a position requiring the possession of a firearm or ammunition.</p>
USN	<p>All sexual assault offenses are investigated by NCIS special agents who are primarily DoD civilians, not military personnel. NCIS special agents are US federal job series 1811s. All NCIS agents must have an accredited baccalaureate degree. NCIS criminal investigators receive their initial training in the Criminal Investigator Training Program (CITP) at the Federal Law Enforcement Training Center (FLETC), followed by a Navy-specific follow-on investigative training program, which includes sexual assault investigation training. Typically, entry-level agents are GS-9s, with promotion to GS-11 within a year. While there are no formal criteria for selecting NCIS agents to conduct sexual assault investigations, NCIS strives to assign agents that are more experienced and have demonstrated the ability to conduct quality thorough investigations. Agents selected to investigate sexual assault cases are provided advanced training, as detailed below.</p> <p>Newly hired NCIS Special Agents receive initial sexual assault investigations training during the NCIS Special Agent Basic Training Program (SABTP). The SABTP is 47 training days in length with 26 hours of training focused exclusively on sexual assault investigations. The training is comprised of classroom lecture and a multi-phase sexual assault continuing case investigation. Lecture topics include agent response to incidents of sexual assault to include victim welfare and SARC notification, myths and prejudices, DOD sexual assault policy, victim and offender specific issues, and sex crimes investigative protocol, among other topics. The continuing case sexual assault investigation includes laboratories wherein students respond and conduct victim and witness interviews and subject interrogations, crime scene processing, evidence seizure, execution of search authorization, report writing, and testifying at a mock court-martial. Requirements of SECNAVINST 1752.4B are addressed in the training, with the exception of Case Management Group, Victim Witness Liaison, and the SAPR training tool kit. Sexual assault investigation training provided by NCIS includes both basic and advanced level training courses. Basic training is delivered during the NCIS Special Agent Basic Training Program (SABTP).</p> <p>NCIS created the Adult Sexual Assault Program (ASAP) approach to provide distinct and recognizable groups of specially trained NCIS special agents and personnel to</p>

investigate adult sexual assault offenses. ASAP special agents and first line supervisors must attend the Advanced Adult Sexual Violence Training Program (AASVTP). In support of the Department of Defense (DoD) Special Victim Capability (SVC) initiative, NCIS created the ASAP as one prong of a two pronged approach to providing distinct and recognizable groups of personnel to investigate SVC related offenses. The ASAP initiative is an operational shift wherein teams of NCIS personnel are dedicated to investigate reports of adult sexual assault. Upon receipt of a sexual assault report, ASAP personnel will employ a team surge response to complete investigative activity in a timely manner, resulting in quicker delivery of the investigative package to the Convening Authority. The ASAP initiative also includes early engagement with legal and victim advocacy personnel. ASAP teams are located in the large fleet concentration areas where the volume of sexual assault reports is the greatest. All NCIS Special Agents assigned to an ASAP team have completed the Criminal Investigations Training Program and Special Agent Basic Training Program at the Federal Law Enforcement Training Center (FLETC). Additionally, ASAP Special Agents and first line supervisors must attend the Advanced Adult Sexual Violence Training Program (AASVTP). The AASVTP is a two week advanced course collaboratively created by NCIS and U.S. Army Criminal Investigation Command (USACID). Within the AASVTP, students receive advanced training on victim and offender dynamics as well as interview techniques designed for trauma survivors. Students conduct case reviews and “table top” exercises facilitated by nationally recognized experts and military senior prosecutors. Students must complete a comprehensive examination at the conclusion of the course. The AASVTP is the NCIS version of the U.S. Army Criminal Investigation Command Special Victim Unit Investigations Course (SVUIC) held at Ft. Leonard Wood, MO. Investigators and prosecutors from the USN and USA have the option to attend the course at either FLETC or Ft. Leonard Wood as the curriculum and instructors are the same. Further, NCIS ASAP members must attend the 1 day Trial Component Training Program (TCTP). The TCTP is a joint learning environment wherein investigators and prosecutors discuss topics such as trial preparation, courtroom testimony, and investigative tips designed to enhance the successful prosecution of a case at trial. TCTP is held locally and delivered by the regional senior trial counsel. Through the joint training environment, investigators and prosecutors enhance their working relationship while working toward a more refined investigation and trial. The second prong of NCIS’ response to the DoD SVC initiative is the development of a cadre of investigators skilled in conducting domestic violence and child abuse investigations. Similar to the ASAP, these investigators have completed the Criminal Investigations Training Program and Special Agent Basic Training Program at the Federal Law Enforcement Training Center (FLETC). Additionally, NCIS personnel responsible for investigating domestic violence or child abuse offenses must attend the NCIS Advanced Family and Sexual Violence Training Program (AFSVTP) at FLETC. The AFSVTP is a two week advanced course focused on domestic violence and child abuse. Experts from within and without the DoD instruct students on victim and offender dynamics, domestic violence and child abuse injuries, risk assessments, stalking, and other relevant topics. The AFSVTP curriculum includes case studies and table top exercises. In addition to the AFSVTP, these investigators must attend the

	<p>TCTP.</p> <p>NCIS is currently working on developing a curriculum that meets the requirements contained in DoDI 5501.18 and the SVC Directive-Type Memorandum 14-002 of 11 Feb 14. For the Navy, this NCIS-led training would replace the Army’s training and more closely align with the Air Force methodologies. Additionally, the course would be conducted in one week instead of two, which will allow more personnel to train in less time, and will include Navy JAGC prosecutors in addition to NCIS personnel. However, successful implementation of this training will be largely contingent on funding availability.</p> <p>NCIS did receive billet enhancements from the DON to support NCIS' ability to respond to the increased reporting of sexual assault, but the impact of these enhancements will not be felt for at least another 9 months (following academy training, add-on training, FTA period). It should be noted that these enhancements will be new agents who will likely have very little investigative experience. However, once the new agents have completed their training, they report to their duty stations to begin their “Field Training” process (on the job training). During this training evolution, the new agents work crimes such as larcenies, burglaries, and drug offenses to gain experience and further develop their investigative skills. These new agents do not work sex assaults cases, but their presence allows for the more experienced agents to solely focus on working sexual assault investigations.</p>
USMC	<p>All sexual assault offenses are investigated by NCIS special agents who are primarily DoD civilians, not military personnel. NCIS special agents are in the Criminal Investigation Series, 1811, of the General Schedule. All NCIS agents must have an accredited baccalaureate degree. NCIS criminal investigators receive their initial training in the Criminal Investigator Training Program (CITP) at the Federal Law Enforcement Training Center (FLETC), followed by a Navy-specific follow-on investigative training program, which includes sexual assault investigation training. Typically, entry-level agents are GS-9s, with promotion to GS-11 within a year.</p> <p>Newly hired NCIS Special Agents receive initial sexual assault investigations training during the NCIS Special Agent Basic Training Program (SABTP). The SABTP is 47 training days in length with 26 hours of training focused exclusively on sexual assault investigations. The training is comprised of classroom lecture and a multi-phase sexual assault continuing case investigation. Lecture topics include agent response to incidents of sexual assault, to include victim welfare and SARC notification, myths and prejudices, DOD sexual assault policy, victim- and offender-specific issues, and sex crimes investigative protocol, among other topics. Students receive further instruction and practically apply their instruction during laboratories wherein students respond to allegations and conduct victim and witness interviews and subject interrogations, crime scene processing, evidence seizure, execution of search authorization, report writing, and testifying at a mock court-martial. The training also addresses the requirements of SECNAVINST 1752.4B, <i>Sexual Assault and Response</i>, with the exception of the Case Management Group, Victim Witness Liaison, and the SAPR training tool kit.</p>

NCIS created the Adult Sexual Assault Program (ASAP) approach to provide distinct and recognizable groups of specially trained NCIS special agents and personnel to investigate adult sexual assault offenses. In support of the Department of Defense (DoD) Special Victim Capability (SVC) initiative, NCIS created the ASAP as one prong of a two-pronged approach to providing distinct and recognizable groups of personnel to investigate SVC related offenses. The ASAP initiative consists of teams of NCIS personnel who are dedicated to investigating reports of adult sexual assault. Upon receipt of a sexual assault report, ASAP personnel employ a team surge response to complete investigative activity in a timely manner, resulting in quicker delivery of the investigative package to the convening authority. The ASAP initiative also includes early engagement with judge advocates and victim advocacy personnel. ASAP teams are located in the large fleet concentration areas where the volume of sexual assault reports is the greatest. All NCIS Special Agents assigned to an ASAP team have completed the Criminal Investigations Training Program and Special Agent Basic Training Program at the Federal Law Enforcement Training Center (FLETC).

Additionally, ASAP Special Agents and first line supervisors must attend the Advanced Adult Sexual Violence Training Program (AASVTP). The AASVTP is a two-week advanced course collaboratively created by NCIS and USACID. Within the AASVTP, students receive advanced training on victim and offender dynamics as well as interview techniques designed for trauma survivors. Students conduct case reviews and “table top” practical exercises facilitated by nationally recognized experts and senior military trial counsel. Students must complete a comprehensive examination at the conclusion of the course. The AASVTP is the NCIS version of the U.S. Army Criminal Investigation Command Special Victim Unit Investigations Course (SVUIC) held at Ft. Leonard Wood, MO. Investigators and prosecutors from the USN and USA have the option to attend the course at either FLETC or Ft. Leonard Wood since the curriculum and instructors are the same. Further, NCIS ASAP members liaise with local Marine prosecutors to discuss topics such as trial preparation, courtroom testimony, and investigative tips designed to enhance the successful prosecution of a case at trial. By doing so, investigators and prosecutors enhance their working relationship while working toward a more refined investigation and trial.

The second prong of the NCIS response to the DoD SVC initiative is the development of a cadre of investigators skilled in conducting domestic violence and child abuse investigations. Similar to the ASAP, these investigators have completed the Criminal Investigations Training Program and Special Agent Basic Training Program at the Federal Law Enforcement Training Center (FLETC). Additionally, NCIS personnel responsible for investigating domestic violence or child abuse offenses must attend the NCIS Advanced Family and Sexual Violence Training Program (AFSVTP) at FLETC. The AFSVTP is a two-week advanced course focused on domestic violence and child abuse. Experts from within and outside the DoD instruct students on victim and offender dynamics, domestic violence and child abuse injuries, risk assessments, stalking, and other relevant topics. The AFSVTP curriculum includes case studies and table top exercises. In addition to the AFSVTP, these investigators must attend the

	<p>TCTP.</p> <p>NCIS is currently working on developing a curriculum that meets the requirements contained in DoDI 5501.18 and the SVC Directive-Type Memorandum 14-002 of 11 Feb 14. This NCIS-led training would replace the Army's training and more closely align with the Air Force methodologies. Additionally, the course would be conducted in one week instead of two, which will allow more personnel to train in less time. However, successful implementation of this training will be largely contingent on funding availability.</p> <p>NCIS received billet enhancements from the DoN to support its ability to respond to the increased reporting of sexual assault; however, NCIS will not be able to assess the impact of these enhancements for at least another nine months (following academy training, follow-on training, and assessment period). It is worth noting that these enhancements will be new agents who will likely have very little investigative experience. However, once the new agents have completed their training, they report to their duty stations to begin their "Field Training" process (on the job training). During this training evolution, the new agents work crimes such as larcenies, burglaries, and drug offenses to gain experience and further develop their investigative skills. These new agents do not work sex assault cases, but their presence allows for the more experienced agents to solely focus on working sexual assault investigations.</p>
USCG	<p>While Coast Guard Investigative Services (CGIS) may not hire "civilian special victim investigators", we provide our already qualified agents with additional training to become specialists. Civilian agents are instead hired based on general criteria that must be met for all special agents, investigating all types of allegations of criminal activity over which CGIS has authority. As a small investigative service, CGIS agents must be prepared to respond to a wide variety of allegations. Regarding the "special victim investigator" capability, in 2012 CGIS instituted a CGIS Family and Sexual Violence Investigator (FSVI) Program, which requires that specified agents acquire the training and qualifications requisite in being designated as specialists in these types of investigations. Information about this program and other criteria for CGIS special agents was provided in a previous response to the RSP (reference question #75 from previous RSP submission). Enclosure (2) is an example of a position description for a GS-13 civilian special agent position previously advertised</p>

Response Systems Panel (RSP) Supplemental RFIs – 28 March 2014**CRIMINAL INVESTIGATOR**
GS-1811-13**MAJOR DUTIES**

The incumbent is a Special Agent assigned to Coast Guard Investigative Service (CGIS) Resident Agent Office LA/LB, Long Beach, CA. The incumbent, working under the direction of the Special Agent-in-Charge (SAC) of CGIS Pacific Region, conducts complex and highly sensitive criminal investigations into matters involving felony violations to the Uniform Code of Military Justice (UCMJ); internal affairs investigations into alleged misconduct by CGIS personnel; investigations into violations of federal laws and statutes under the maritime jurisdiction of the U.S. Coast Guard (USCG); and investigations into matters referred by the Department of Homeland Security, Office of Inspector General to CGIS Headquarters.

The incumbent may be responsible for overseeing the activities of Reserve Special Agents assigned to support CGIS activities within their assigned Area of Responsibility. As a Special Agent, the incumbent provides advice, counsel, or instruction to less-experienced personnel on both investigative and administrative matters. In consultation with the SAC and/or ASAC and/or RAC, the incumbent may coordinate complex regional or resident area issues with Regional and Headquarters staff. As a Special Agent, the incumbent, may provide or make provisions for employee personal development and training.

As a Special Agent, the incumbent conducts highly complex criminal investigations usually within established geographical and jurisdictional boundaries but sometimes outside these boundaries, often working with cold information and/or evidence or with highly reluctant witnesses or suspects; handles a significant volume of complex and sensitive internal affairs investigations possibly on high ranking officials; engages in important liaison and team-building efforts both within CG and other law enforcement agencies; and performs protective services missions. The incumbent is routinely responsible for the gathering and development of criminal information and intelligence (HUMINT) leading to further law enforcement of analytical actions. The incumbent is considered a senior level field agent responsible for self-developed casework, with a minimum of supervision in the conduct of assigned cases, as well as team building, and adherence to established policy and case law. The incumbent is expected to know and impart to others through training: investigative techniques; rules of evidence and criminal procedures; constitutional rights; methods of proper law enforcement action; agency policy/procedures; court decisions; arrest, search and seizure practices; and programmatic goals and direction. This level of experience is expected to be that to which lower level agents go for advice and guidance. The incumbent is assigned the whole spectrum of cases. The incumbent is expected to be innovative, while maintaining professional parameters. Incumbent may be assigned temporarily to other agencies, cities, or to multi-agency task forces for indefinite periods, and performs other duties as assigned. Special agent duties generally involve office administrative and field case work, however, the incumbent may be assigned program responsibilities in one or more of the following areas: communication of case assignments and reviews; data collection and analysis;

and regional budget related issues such as review of car leases and cellular phone bills and travel claims, and review of regional supply/equipment requests. Extensive and extended travel may be required.

Cases worked can be highly sensitive and complex – they may include, but are not limited to: arson assault, bribery, burglary, child abuse, criminal fraud, disclosure of classified/sensitive matter, manslaughter, narcotics violations, sabotage, sexual assault, subversive activity, and other violations of the UCMJ and other Federal statutes and regulations.

In addition, the incumbent is assigned or develops non-UCMJ investigations within the jurisdiction of the Coast Guard such as maritime smuggling and environmental crimes. Investigations conducted can be of interest to high-ranking officials to include the Commandant of the Coast Guard, Secretary of Homeland Security, and members of Congress. They may be highly sensitive in nature and could include security and internal affairs incidents that may result in serious impairment of future Coast Guard operating efficiency or national security.

While conducting criminal investigations and/or intelligence collection activities, the incumbent may be found in a hazardous position, to include undercover operations, surveillance; search/seizure operations; making apprehensions/arrests; interviewing witnesses; interrogating suspects; and providing armed force protection services.

This position also requires the incumbent to carry firearms and to maintain proficiency in the care and use of firearms, or other weapons.

The incumbent writes clear and concise investigative reports and other documents in a timely manner, and presents all indicated and developed information to supervisors, relevant commands, attorneys and courts.

The incumbent must recognize, develop and present evidence, which reconstructs events, sequences and time elements, and establishes relationships, responsibilities, legal liabilities/responsibilities, and conflicts of interest for presentation in legal hearings and court proceedings. These functions require the incumbent to prepare and deliver effective oral briefings to senior military and civilian personnel of the Coast Guard (CG) and other Federal, state, and local agencies at all levels.

The incumbent responds to requests for investigative assistance from Coast Guard commands and other law enforcement authorities; is involved in the CGIS Protective Services Operations Program, which provides physical protection to high-ranking officials of the Coast Guard (especially the Commandant), and upon official request, assists the U.S. Secret Service with protective assignments.

The incumbent will apprise appropriate command officials with respect to investigations/information impacting on those commands; and develops and maintains liaison with Federal, state, and local law enforcement agencies in matters of mutual interest and with regard to the information on specific investigations.

Position requires availability for extensive travel and ability to work more than a 40-hour workweek. In accordance with the provisions of the Law Enforcement Availability Pay (LEAP)

Act of 1994, the incumbent is expected to be able to perform official duties during unscheduled duty hours and to be available for unscheduled duty based upon the needs of the U.S. Coast Guard. During the course of meeting the above requirements, the incumbent may work in assignments detailed in previous paragraphs.

FACTOR 1 – KNOWLEDGE REQUIRED BY THE POSITION

Extensive knowledge of generally accepted investigative and intelligence collection principles, techniques, methods and procedures.

Working familiarity with the many and varied complex Coast Guard programs, missions, and operations.

Comprehensive knowledge of laws, policies, regulations, directives, procedures, and instructions governing, affecting and pertaining to Coast Guard activities, particularly with respect to maritime law enforcement (MLE).

Comprehensive knowledge of Federal statutes and regulations, including the Uniform Code of Military Justice (Title 10, U.S. Code), rules of evidence, court decisions, constitutional rights, search and seizure, methods of interview and interrogation, admissibility of confessions, and national security directives in order to meaningfully participate in investigative, intelligence, security and law enforcement missions.

Comprehensive knowledge of current societal attitudes, mores and policies is essential.

Ability to make contacts, maintain effective work relationships, and gain the confidence and cooperation of others.

Ability to plan and conduct extensive and highly complex investigations.

FACTOR 2 - SUPERVISORY CONTROLS

Direction given is in the form of broad objectives by the Special Agent-in-Charge. Any instructions given are very general in nature. The agent is expected to be self-starting and self-developing and routinely teaching others in the methods of the job. Work is evaluated in terms of results achieved and objectives met. Due to the sensitivity level of some cases, investigative plans may have to be cleared up the chain of command. Any clearance received would be in discussion form and be regarding the highest level, most sensitive cases where resource expenditures would need to be cleared.

FACTOR 3 - GUIDELINES

Written guidance includes the Coast Guard Investigations Manual (COMDTINST M5527.1(series); court decisions; training aids; the Manual for Courts-Martial; Federal laws and regulations; and various Department of Homeland Security, Coast Guard, and CGIS instructions, notices and policy statements. Because of the high level of complexity of the cases assigned at this level, the incumbent must be able to interpret and apply the most complex laws and regulations. The incumbent of this position is expected to be innovative and capable of deviating

from traditional investigative or protective methods. In addition, the employee, as a senior Special Agent, will be responsible for assisting less experienced field agents in finding breakthroughs in difficult cases or conveying innovative methods of investigation.

FACTOR 4 - COMPLEXITY

Work involves coordinating investigative operations with a team of agents performing complex, sensitive investigations. Work consists of broad investigative methods and processes and involves a range of activities with several phases being pursued concurrently or sequentially with or without the support of others.

Decisions regarding what needs to be done include largely uncertain issues/elements, requiring probing and analysis to determine the nature and scope of problems. Work requires continuing efforts to establish criteria or develop theories and resolve problems.

Cases may result in publicity or agency embarrassment resulting from investigations. The incumbent is expected to be able to detect and elicit facts, information or clues where others have or may fail. Cases may have impact on agency or national security.

FACTOR 5 - SCOPE AND EFFECT

The incumbent directs complex sensitive criminal investigations, intelligence gathering, protective services, and enforcement of Federal laws. The scope of the incumbent's responsibilities extends to the proper conduct of assigned investigations and other law enforcement tasks. The incumbent's work and the product emanating from that work is expected to be of the highest standards in order to carry out the program mission and to teach such standards to lesser ranked agents.

The work affects the Coast Guard, the national security of the United States, international relations, accomplishment of national goals, administration of justice, and the lives of others to include the incumbent.

Knowledge of wide range of policies, concepts, and principles, currently practiced in Federal law enforcement as well as familiarity with current internal Coast Guard security and intelligence policies and procedures, and a general understanding of the scope of laws in foreign countries as they relate to protective service operations.

Knowledge of specialized technical investigative devices and equipment; and general knowledge of available technical laboratory resources for potential evidentiary analysis.

Knowledge of criminal methods of operation involving the maritime environment and subversive organizations operating within CG jurisdictional boundaries.

Ability to perform the investigative, intelligence, security and law enforcement missions of CGIS. These functions may require a tailoring of techniques to fit the particular profile of specific criminal elements targeted in order to develop investigative, intelligence, security and law enforcement information.

FACTOR 6 - PERSONAL CONTACTS

The criminal investigator has regular contact with: persons of all ranks/positions within the public sector, including the criminal element; the Coast Guard; Department of Homeland Security; Department of Justice; state, local and foreign law enforcement personnel. Contact is with military and civilian personnel involved, directly or indirectly, in criminal activity or related matters. Developing and maintaining professional liaison with law enforcement, other agencies, customers, and the media is of the utmost importance.

FACTOR 7 - PERSONAL CONTACTS

The purpose of contacts is to elicit information, resolve problems, justify or defend legal issues regarding criminal investigations, security investigations, intelligence, protective services, or the violation of Federal laws. The incumbent has contact with senior management officials to provide, collect and exchange information and ideas to arrive at a satisfactory position regarding investigative or operational matters. Contacts with team members are for a similar purpose and to provide technical and administrative guidance. The incumbent will have contact with high-ranking officials and investigate the politically charged cases where there is the possibility of media attention.

FACTOR 8 – PHYSICAL DEMANDS

This position meets the conditions outlined for a “Primary Position” in accordance with 5 Code of Federal Regulations 842.802 and applicable OPM retirement policies in that the work often requires arduous physical exertion, use/carrying of weapons/firearms, in the conduct of activities involving surveillance; arrests and apprehensions; and searches and seizures (where the element of physical danger may be present) more than 40% of the time. The clear majority of the incumbent’s time is spent performing primary duties. See also “Special Requirements”, below.

FACTOR 9 - WORK ENVIRONMENT

This civilian position is based in an office (land-sea-air) setting and includes frequent travel, irregular/unscheduled overtime work on evenings, holidays and weekends, undercover assignments, surveillance activities, and the need to perform in hazardous conditions where physical dangers are present and cannot be controlled. See “Special Requirements”, below.

SPECIAL REQUIREMENTS:

This is a Primary Position as defined in 5 CFR 842.802 in that the work may require arduous physical exertion, carriage of weapons, and investigative activity where the element of physical danger and rigorous duty may be present. The incumbent will be required to maintain proficiency and qualifications with agency approved firearms in accordance with U.S. Coast Guard small arms and Use-of-Force policy and procedures. Therefore, the position is subject to the Lautenberg Amendment, 18 U.S.C. Section 922(g)(9) and the selectee will be required to certify in writing that they have not been convicted of a misdemeanor crime of domestic violence.

The incumbent will be required to maintain a Top Secret (TS) security clearance. This position is subject to a pre-employment physical and pre-appointment drug test. Included in the "Testing Designated Program (TDP)", incumbent will be subject to post-appointment random drug-testing as well; see OPM Qualification Standards Operating Manual for GS-1811 series regarding "Medical Requirements". The selectee is required to sign a Mobility Agreement prior to appointment to document agreement with mobility program provisions. The incumbent is subject to Law Enforcement Availability Pay (LEAP) provisions.