

Requirements for Law Enforcement Officer (LEO) and Criminal Investigator (Special Agent –SA) Positions

General Requirements

1. Maximum Entry-Age - Regulation requires agencies to maintain a young and vigorous workforce in physically arduous Law Enforcement Officer (LEO) and Criminal Investigator (CI) positions. It is the policy of this agency to employ persons who are physically capable of meeting the rigorous demands of law enforcement and investigative activities.

Applicants must be at least 21 years of age and less than 37 years of age at the time of appointment. Applicants who are age 37 or over may subtract any of their prior federal service that is in approved primary/rigorous positions and that is creditable for retirement from their current age to meet this age requirement. Applicants must provide proof of this creditable service prior to appointment. Applicants who are entitled to veteran's preference are eligible to request a waiver to the maximum age requirement. In instances where the maximum entry-age is waived, the corresponding mandatory retirement age for these individuals will also be higher because it will be reached after 20 years of coverage under special retirement provisions for the entitlement to an immediate enhanced annuity.

2. Male applicants born after December 31, 1959 must have registered with the Selective Service prior to applying.
3. The selectee must submit to a urinalysis to screen for illegal drug use prior to appointment and random testing thereafter. Final appointment and continued employment is conditional on negative results for illegal drug use. This announcement constitutes 30 days advance notice.
4. This position requires that the incumbent meet initial and continuing qualifications in the use of firearms as outlined in the Gun Control Act of 1968, amended by the Lautenberg Amendment of 1996. The Act and Amendment ban the shipment, transport, ownership and use of guns or ammunitions by an individual who:
 - (1) who has been convicted in any court of, a crime punishable by imprisonment for a term exceeding one year;
 - (2) who is a fugitive from justice;
 - (3) who is an unlawful user of or addicted to any controlled substance (as defined in section 102 of the Controlled Substances Act (21 U.S.C. 802));
 - (4) who has been adjudicated as a mental defective or who has been committed to a mental institution;
 - (5) who, being an alien—
 - (A) is illegally or unlawfully in the United States; or
 - (B) except as provided in subsection (y)(2), has been admitted to the United States under a nonimmigrant visa (as that term is defined in section 101(a)(26) of the Immigration and Nationality Act (8 U.S.C. 1101(a)(26)));
 - (6) who has been discharged from the Armed Forces under dishonorable conditions;
 - (7) who, having been a citizen of the United States, has renounced his citizenship;
 - (8) who is subject to a court order that—
 - (A) was issued after a hearing of which such person received actual notice, and at which such person had an opportunity to participate;

(B) restrains such person from harassing, stalking, or threatening an intimate partner of such person or child of such intimate partner or person, or engaging in other conduct that would place an intimate partner in reasonable fear of bodily injury to the partner or child; and

(C)

(i) includes a finding that such person represents a credible threat to the physical safety of such intimate partner or child; or

(ii) by its terms explicitly prohibits the use, attempted use, or threatened use of physical force against such intimate partner or child that would reasonably be expected to cause bodily injury; or

(9) who has been convicted in any court of a misdemeanor crime of domestic violence, to ship or transport in interstate or foreign commerce, or possess in or affecting commerce, any firearm or ammunition; or to receive any firearm or ammunition which has been shipped or transported in interstate or foreign commerce.

Medical and Physical Requirements

Medical and physical requirements apply to law enforcement and investigative positions under the special retirement provisions (5 U.S.C. 8412(d) and 5 U.S.C. 8336(c)). Enforcement and investigative activities are often conducted under hazardous conditions with walking, climbing, reaching, pulling, crouching or running over rough terrain as required, as well as prolonged periods of patrol work. Strenuous physical exertion is frequently required, such as, when apprehending individuals of varying strengths who may be combative or under the influence of alcohol or drugs. These positions often require irregular and unscheduled hours, personal risks, arduous exertion under adverse environmental conditions, and considerable overnight travel.

After tentative selection, candidates must undergo a pre-employment medical examination and be found to be medically qualified to perform the position's full range of duties safely and efficiently. Any disease or condition that may potentially interfere with the safe and efficient performance of the job's duties or training may constitute grounds for medical disqualification. Final consideration and medical determination may require additional information and/or testing. If medical information is recommended beyond that provided by the pre-placement examination, it is provided at the expense of the tentative selectee.

Specific Requirements (Forest Service Manual 5374.2 – Exhibit 01)

Vision

- Near Vision. Corrected or uncorrected must be sufficient to read printed material the size of typewritten characters. Normal depth perception and peripheral vision are required.
- Contrast Sensitivity. Normal contrast sensitivity is required to rule out problems with night vision.
- Far Vision. Good distance vision in each eye. With or without correction should test at least 20/20 in one eye and at least 20/40 in the other eye.
- Color Vision. Sufficient to distinguish basic colors.

Ears and Hearing

- The occupational significance of this area concerns the ability to hear and to maintain body equilibrium adequately on standard tests of vestibular function. The ability to hear is acceptable if the individual meets the standard by an audiometer test, with or without a hearing aid, where there is auditory discrimination at 35 decibels at 1000, 2000, and 3000 Hz level in each ear.
- The applicant/employee may be retested after a noise-free period of at least 15 hours, before the applicant/employee can be disqualified for a hearing loss.

Final Appointment and Continued Employment for Law Enforcement Officer (LEO) Positions (Forest Service Manual 5373.11)

1. Final appointment is conditional upon the following:
 - a. Meeting all physical requirements and medical standards as outlined in Forest Service Manual (FSM 5374; to be determined by a pre-employment medical examination. Medical and physical requirements apply to law enforcement positions under the special retirement provisions (5 U.S.C. 8412(d) and 5 U.S.C. 8336(c)). Enforcement and investigative activities are often conducted under hazardous conditions with walking, climbing, reaching, pulling, crouching, or running over rough terrain as required, as well as prolonged periods of patrol work. Strenuous physical exertion is frequently required, such as, when apprehending individuals of varying strengths who may be combative or under the influence of alcohol or drugs.
 - b. Passing a pre-employment drug test (49 U.S.C. 382, E.O. 12564 and FSM 5373).
 - c. Obtaining initial certification by the U.S. Department of Agriculture or Forest Service Background Investigation and Security Clearance Adjudicator to occupy a Moderate Risk Public Trust Position (Code 5) (5 CFR 731.302 and FSM 5303). Applicants shall complete and sign a waiver that provides for the release of information needed to complete the background investigation.
 - d. Be aware that the position often requires irregular and unscheduled hours, personal risks, arduous exertion under adverse environmental conditions, and considerable overnight travel.
 - e. Incumbents shall be a minimum age of 21 and not yet have reached their 37th birthday for original entry into a primary/rigorous law enforcement position.
2. Continued retention in the position of a Law Enforcement Officer is conditional upon:
 - a. Successfully completing the Land Management Police Training (LMPT) program attended at the Federal Law Enforcement Training Center (FLETC).
 - b. Passing any applicable portions of the physical efficiency battery to be administered during attendance to the LMPT at the FLETC.
 - c. Successfully completing the Forest Service 12-Week Field Training and Evaluation Program (or 6-Week program if approved in lieu) in compliance with Forest Service policy at FSM 5376 and FSH 5309.11, chapter 70.
 - d. Meeting all Agency requirements for physical and medical standards as authorized at FSM 5374.
 - e. Meeting all Agency requirements for mandatory training, recertification training, and qualification requirements under FSM 5372.
 - f. Obtaining the necessary continuing certification by the U.S. Department of Agriculture or Forest Service Background Investigation and Security Clearance Adjudicator to occupy a Moderate Risk Public Trust Position (Code 5) (5 CFR 731.302 and FSM 5303). Applicants shall complete and sign a waiver that provides for the release of information needed to complete the background investigation and security clearance.

3. Successful completion of random drug testing during employment (49 U.S.C. 382, E.O. 12564 and FSM 5373).
4. The incumbent is required to qualify to carry and use Government-owned firearms as part of assigned duties and maintain such qualifications. In accordance with 18 U.S.C. 922(g)(9), which became effective September 30, 1996, applicants are ineligible for this position if, at any time, they have been convicted of a misdemeanor crime of domestic violence, unless such conviction was expunged, set aside, or the applicant received a pardon.

Final Appointment and Continued Employment for Criminal Investigator (Special Agent – SA) Positions (Forest Service Manual 5373.11)

1. Final appointment is conditional upon the candidate:
 - a. Meeting all physical requirements and medical standards as outlined in Forest Service Manual (FSM 5374; to be determined by a pre-employment medical examination. Medical and physical requirements apply to Criminal Investigators under the special retirement provisions (5 U.S.C. 8412(d) and 5 U.S.C. 8336(c)). Investigative activities are often conducted under hazardous conditions with walking, climbing, reaching, pulling, crouching, or running over rough terrain as required, as well as prolonged periods of surveillance work. Strenuous physical exertion is frequently required, such as, when apprehending individuals of varying strengths who may be combative or under the influence of alcohol or drugs.
 - b. Passing a pre-employment drug test (49 U.S.C. 382 and E.O. 12564).
 - c. Obtaining initial certification by the U.S. Department of Agriculture or Forest Service Background Investigation and Security Clearance Adjudication Officer to occupy a Critical Sensitive Position with Top Secret access (Code 3) (5 CFR 731.302 and FSM 5303). Applicants shall complete and sign a waiver that provides for the release of information needed to complete the background investigation and security clearance.
 - d. Be aware that the position often requires irregular and unscheduled hours, personal risks, arduous exertion under adverse environmental conditions, and considerable overnight travel.
 - e. Incumbents shall be a minimum age of 21 and not yet have reached their 37th birthday for original entry into a primary/rigorous law enforcement position.
2. Continued retention in the position of a Criminal Investigator is conditional upon:
 - a. Successfully completing the Criminal Investigator Training Program (CITP) at the Federal Law Enforcement Training Center (FLETC).
 - b. Passing any applicable portions of the physical efficiency battery to be administered during attendance to the CITP at the FLETC.
 - c. Meeting all Agency requirements for physical and medical standards as authorized at FSM 5374.
 - d. Meeting all Agency requirements for mandatory training, recertification training, and qualification requirements under FSM 5372.
 - e. Obtaining the necessary continuing certification by the U.S. Department of Agriculture or Forest Service Background Investigation and Security Clearance Adjudication Officer to occupy a Critical Sensitive Position with Top Secret access (Code 3) (5 CFR 731.302 and FSM 5303). Applicants shall complete and sign a waiver that provides for the release of information needed to complete the background investigation and security clearance.

f. Maintaining the requirements set forth in the Law Enforcement Availability Pay (LEAP) Act of 1994, and related Forest Service policies. The incumbent shall, on an annual basis, work an average of 2 hours of unscheduled duty in excess of each regular workday and to be eligible for LEAP, which is 25 percent of the annual base pay.

3. Successfully completing random drug testing during employment (49 U.S.C. 382, E.O.12564 and FSM 5373).
4. The incumbent is required to qualify to carry and use Government-owned firearms as part of assigned duties and maintain such qualifications. In accordance with 18 U.S.C. 922(g)(9), which became effective September 30, 1996, applicants are ineligible for this position if, at any time, they have been convicted of a misdemeanor crime of domestic violence, unless such conviction was expunged, set aside, or the applicant received a pardon.