



U.S. Immigration
and Customs
Enforcement

JUL 31 2008

MEMORANDUM FOR: Federal Protective Service Employees
FROM: Gary W. Schenkel
Director
SUBJECT: The use of the term LESO in lieu of "Inspector"

The Federal Protective Service (FPS) is in the midst of a hiring initiative to better position the organization with the resources needed to achieve its mission to mitigate risk to federal facilities and their occupants. As required by the 2008 OMNIBUS Bill, FPS is expanding to a workforce of not fewer than 1,200 full-time equivalent staff including 900 full-time equivalent Police Officers, LESOs, Area Commanders, and Special Agents who, while working, are directly engaged on a daily basis protecting and enforcing laws at Federal buildings.

From this point forward, all official FPS documents and correspondence will use the term Law Enforcement and Security Officer, or LESO, in place of Inspector. The GS-0080 LESO most accurately reflects the combination of physical security and law enforcement skills necessary to support the FPS mission. The FPS LESO has long been commonly referred to as an "Inspector," the origin of this title coming from the universal duty to inspect buildings and provide security expertise. Under a revised LESO-based workforce model that focuses on deploying resources in accordance with risk and geographic location, we determined that our biggest need was to have an all-encompassing position that combined the security expertise of an Inspector with the tactical skill of a Law Enforcement Officer.

An FPS LESO is a uniformed law enforcement officer that possesses the full authority and training of FPS police officers; however, the LESO is also dually trained as a physical security expert and provides comprehensive security services, including implementing and testing security measures, and monitoring and overseeing the contract guard force.

To date FPS has 230 acceptances out of 275 LESO selections; 79 have already cleared all pre-employment and 131 are in the pipeline (pending pre-employment medical, drug and security paperwork). Thirty-one new LESOs are currently at FLETC and 22 are already scheduled to attend the August UPTP. By concentrating on our core protective mission, that of protecting nearly 9,000 GSA owned or operated facilities and their millions of tenants and visitors, I assure you that the dedicated men and women of FPS will continue to use every resource available in our ongoing efforts to ensure *Secure Facilities, Safe Occupants*.