


*Office of Human Capital*

U.S. Department of Homeland Security  
800 K Street, N.W., Suite 680  
Washington, DC 20001



**U.S. Immigration  
and Customs  
Enforcement**

October 1, 2009

MEMORANDUM FOR: Office of Human Capital Staff  
ICE Program Directors  
FROM:   
Robert L. Parsons  
Director, Office of Human Capital  
SUBJECT: Merit Promotion Plan

Effective October 1, 2009, U.S. Immigration and Customs Enforcement (ICE), Office of Human Capital (OHC), will assume the human resources functions currently performed for ICE employees by the U.S. Customs and Border Protection (CBP) under a Service Level Agreement. To ensure a smooth transition and continuity of human resources operations, OHC will adopt and continue to operate under the attached Tri-Bureau Merit Promotion Plan, CBP Directive Number 51335-015A, dated March 7, 2005, for competitive merit selection procedures within ICE, until a new ICE Policy Directive is issued.

For additional information, please contact (b)(6),(b)(7)(C), Chief, Policy Section at (202) 732-(b)(7)(E).

Attachment

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