

**United States Probation Officer
Vacancy Announcement #25-02**



**UNITED STATES PROBATION OFFICE
Northern District of Oklahoma**

POSITION TITLE: United States Probation Officer: Pretrial, Presentence or Supervision Unit (Full-Time/Permanent)
DUTY STATION: Tulsa, Oklahoma
OPENING DATE: October 24, 2024
CLOSING DATE: Open Until Filled (to ensure consideration, apply by November 15, 2024)
START DATE: To Be Determined
STARTING SALARY: CL 27/12 – CL 27/25 (\$64,687 -\$72,553), dependent upon qualifications. The current salary for officers within the Judiciary wishing to transfer will be considered through CL 28.

\$3,000 Relocation Bonus available to any transferring U.S. Probation Officer residing 50 miles outside of the geographical area

The U.S. Probation Office reserves the right to cancel and/or modify this position announcement as needed.

POSITION OVERVIEW:

The United States Probation Office for the Northern District of Oklahoma is a combined district responsible for all pretrial, presentence, and post-conviction functions for the United States District Court. The district is comprised of eleven counties in Northeastern Oklahoma. The office is located in Tulsa, Oklahoma.

By statute, probation and pretrial services officers serve in a judiciary law enforcement position and assist in the administration of justice. Officers promote community safety, gather information, supervise defendant/offenders during traditional and non-traditional hours, interact with other agencies, conduct investigations, prepare reports, and present recommendations to the court.

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PRIMARY DUTIES:

United States Probation Officers perform a full range of duties and responsibilities including but not limited to, the following:

- Conduct investigations and verify background information concerning persons charged with a federal offense when they are arrested or summoned to court.
- Evaluate information and prepare reports for the judge prior to the initial hearing with assessment of non-appearance and danger to community. A recommendation regarding bail and/or release of a defendant is included in the report.
- Supervise defendants who are released with supervision conditions.
- Notify the court and the U.S. Attorney of any violations.
- Develop supervision plan and maintain detailed record of case activity.
- Conduct presentence investigations, prepare reports, and make recommendations to the court.
- Interview defendants/offenders and their families and collect background data from various sources.
- An integral part of this process is the interpretation and application of policies and procedures, statutes, Federal Rules of Criminal Procedures, the United States Sentencing Guidelines, Guide to Judiciary Policy, and relevant case law.
- Track legal developments, and update staff and the court.
- Enforce court-ordered supervision components and implement supervision strategies.
- Maintain personal contact with defendants and offenders. Investigate employment, sources of income, lifestyle, and associates to assess risk and compliance.
- Address substance abuse, mental health, domestic violence, and similar problems and implement the necessary treatment or violation proceedings, through assessment, monitoring, and counseling.
- Schedule and conduct drug use detection tests of defendants/offenders, following established procedures and protocols. Maintain computerized records of test results. Maintain chain of custody of urinalysis testing materials.
- Respond to judicial officer's requests for information and advice.
- Testify in court as to the basis for factual findings and guideline applications.
- Serve as a resource to the court.
- Maintain detailed electronic records of case activity.
- May conduct surveillance and/or search and seizure at the direction of the court.
- Investigate and analyze financial documents and activities and take appropriate action.
- Interview victim(s) and provide victim impact statements to the court. Ensure compliance with Mandatory Victims Restitution Act.
- Responsible for enforcement of home confinement conditions ordered by the court.

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QUALIFICATIONS:

- Bachelor's degree from an accredited college/university, in a field of study involving criminal justice, psychology, sociology, human relations, social work, business, public administration, or related field.
- Must have two years of specialized experience or a master's degree in a field of study closely related to the position or a Juris Doctorate degree.

SPECIALIZED EXPERIENCE:

Progressively responsible experience gained after completion of a bachelor's degree, in such fields as probation, pretrial services, parole, corrections, criminal investigations, or work in substance/addiction treatment. Experience as a police, custodial, or security officer, other than that which includes specific criminal investigative experience, is not creditable.

COURT- PREFERRED SKILLS, EDUCATION, AND EXPERIENCE:

- Master's degree in the fields listed previously under Specialized Experience or Juris Doctorate
- Excellent problem-solving skills and interpersonal skills
- Excellent oral and written communication skills
- The ability to analyze relevant information and prepare an accurate written summary of technical information in an organized, objective, clear and concise manner.

PERSONAL ATTRIBUTES AND SKILLS:

Successful candidates must be mature and highly organized; must possess tact, good judgment, poise, and initiative; and must always maintain a professional appearance and demeanor. The ability to meet the public, work harmoniously with others and communicate effectively, both orally and in writing, is required.

SPECIAL REQUIREMENTS FOR PROBATION OFFICERS:

First time appointees to the position of United States Probation Office must undergo an extensive government background investigation. Further, prior to appointment, the selectee considered for this position will undergo a medical examination and drug screening, the selectee may then be appointed provisionally, pending a favorable suitability determination by the Court. In addition, as a condition of employment, incumbents will be subject to ongoing random drug screening, updated background investigations every five years, and, as deemed necessary by management for reasonable cause, may be subject to subsequent fitness-for-duty evaluations.

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The medical requirements and the essential job functions derived from the medical guidelines for probation officers, pretrial services officers, and officer assistants are available for public view at <http://www.uscourts.gov>.

Probation Officers must successfully complete a six-week national training program at the United States Courts National Training Academy at the Federal Law Enforcement Training Center in Charleston, South Carolina.

OTHER IMPORTANT INFORMATION:

- Applicants must be United States Citizens or eligible to work in the United States and have a valid driver's license.
- Applicants must not have reached his/her 37th birthday at the time of appointment and must meet physical standards.
- The United States Probation Office reserves the right to modify the conditions of this job announcement, withdraw the announcement, fill the position at any time, or hire more than one applicant from this announcement, any of which may occur without prior written notice or without further advertising. Candidates selected for interviews will be required to participate in job-related testing as part of the screening process. The Court is not authorized to reimburse travel expenses in connection with an interview or to pay relocation expenses.
- More than one position may be filled by this posting.
- There is promotion potential to the next higher level, which could occur without further competition.

BENEFITS:

Employees of the United States Probation Office are not subject to the regulations of the Civil Service Commission. They are, however, federal employees of the Judicial Branch and are entitled to most of the same benefits as other federal government employees, such as:

- Up to 13 days paid vacation per year for the first three (3) years of employment, thereafter, 20 to 26 days per year, dependent upon the length of federal service
- A minimum of eleven (11) paid holidays per year
- Mandatory participation in the federal retirement system and social security program
- Optional participation in the federal health insurance program of your choice
- Optional vision and dental programs are offered
- Optional participation in the flexible spending program for health and childcare
- Optional participation in a group life insurance program
- Retirement - Basic Benefit (FERS employees)
- Thrift Savings Plan - Automatic Contribution 1% of Basic Pay for FERS employee and employee matching up to an additional 4% of Basic Pay

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When computing leave accrual and retirement benefits, time in service with other federal agencies and time for prior military service is taken into consideration.

HOW TO APPLY:

The application packet consists of:

- Cover letter
- Resume (two-page maximum)
- AO78, Federal Judicial Branch Application for Employment (click [here](#)). The Optional Background Information on Page 5 of the application is required for this position.

Please email the entire packet as one attachment in PDF format with “Vacancy #25-02” in the subject line to: okndhr@oknd.uscourts.gov

Only electronic applications will be accepted.

The U.S. Probation Office is not authorized to reimburse candidates for interview or relocation expenses. Applicants interviewed will be given a written assessment exercise. School transcripts may be requested as part of the final selection process. Due to the volume of applications received, U.S. Probation Office will only communicate with those qualified individuals who will be interviewed.

NOTICE TO APPLICANTS:

The U.S Probation Office requires employees to adhere to a Code of Conduct which is available for review at www.uscourts.gov. The applicant will be subject to a criminal background record check and consumer credit check before an employment offer is made. The courthouse is a smoke-free environment. Direct Deposit is required for payment of compensation for employees.

**THE UNITED STATES PROBATION OFFICE IS AN EQUAL OPPORTUNITY
EMPLOYER AND IS COMMITTED TO A DIVERSE AND INCLUSIVE WORKPLACE.**



TOTAL COMPENSATION STATEMENT

*** SAMPLE FOR ILLUSTRATION PURPOSES ONLY ***

POSITION: United States Probation Officer, Full-Time
LOCATION: Tulsa, Oklahoma
STARTING LEVEL: CL 27/12 – CL 27/25 (\$64,687 - \$72,553)
SALARY: \$68,620 per Annum (64,687+72,553/2)

The Federal Judiciary provides a generous benefit package which, in addition to salary, is an important component of total compensation. This total compensation statement illustrates the value of the Federal Judiciary benefits. Please be advised that the information is tailored to this position as above, however some of the individual benefit values may vary based on your benefit choices.

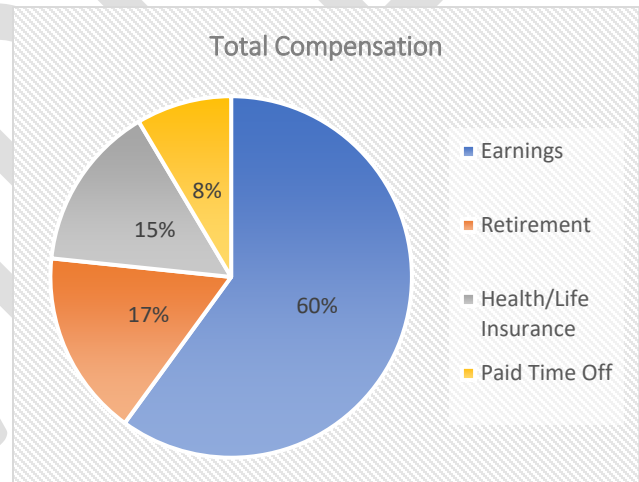
EARNINGS

\$68,620.00

Retirement Benefits \$19,007.74
 Health/Life Insurance \$16,938.39
 Paid Time Off \$9,765.15

TOTAL EMPLOYER CONTRIBUTIONS \$45,711.28

Employer contributions represent 39.98 % of total compensation



TOTAL COMPENSATION

\$114,331.28

EMPLOYER CONTRIBUTIONS

Retirement Benefits

- ❖ Retirement - Basic Benefit (FERS) 16.5 – 18.4% of basic pay for FY24, varies by type of FERS employee (FERS, FERS RAE or FERS FRAE)
- ❖ Thrift Savings Plan - Automatic Contribution 1% of Basic Pay for FERS employees
- ❖ Thrift Savings Plan - Employee Matching Up to an additional 4% of Basic Pay
Judiciary matches dollar for dollar for the first 3%, then 50 cents for every dollar contributed after that, up to 5%
- ❖ Social Security 6.2% of earnings up to SS Wage Base

Health /Life Insurance

- ❖ Health Insurance – FEHB Approximately 72% of FEHB Premium
- ❖ Life Insurance - FEGLI BASIC option \$.075 per every \$1,000 of insurance

Paid Time Off

- ❖ Sick Leave 4 hours per pay period = 104 hours per year
- ❖ Annual Leave 4 – 8 hours per pay period based on length of service
 - 0 – 3 years = 104 hours/year*
 - 3 – 15 years = 160 hours/year*
 - 15+ years = 208 hours/year*
- ❖ Paid Holidays 11 federal holidays

ADDITIONAL BENEFITS

- ❖ Dental Insurance, *premiums paid on a pre-tax basis*
- ❖ Vision Insurance, *premiums paid on a pre-tax basis*
- ❖ Flexible Spending Accounts, *contributions paid on a pre-tax basis*
- ❖ Paid Parental Leave, *12 weeks*
- ❖ Long-term Care Insurance
- ❖ Employee Recognition Program
- ❖ Professional Education and Training
- ❖ Benefit and Retirement counseling and training
- ❖ Onsite Gym
- ❖ Employee Assistance Program (EAP)