



**U.S. Customs and  
Border Protection**

JAN 17 2008

Ms. Colleen M. Kelley  
National President  
National Treasury Employees Union  
1750 H Street, NW  
Washington, DC 20006

Dear Ms. Kelley:

The President recently signed legislation that provides for an enhanced retirement benefit to U.S. Customs and Border Protection (CBP) Officers. I am sure that this achievement would not have been possible without the efforts of you and the National Treasury Employees Union (NTEU) staff. These provisions are also recognition of the commitment and dedication of CBP Officers in accomplishing our important mission.

The Agency has prepared an implementation plan for this program and, as you know, we are faced with tight statutory implementation deadlines. This puts further emphasis on our need to engage NTEU early in this process – even while we are awaiting the Office of Personnel Management’s issuance of implementing regulations. Furthermore, we are in the process of preparing easy to understand materials for our CBP Officers and will be communicating with them on a regular basis as the system rolls out.

On behalf of the employees within the bargaining unit represented by NTEU, I suggest we begin next week to explore our shared interests and resolve any concerns NTEU may have on behalf of bargaining unit. Please let me know whether this approach is acceptable to NTEU and if so, provide some dates and times that are convenient for you or your staff.

Further correspondence or other communications related to this matter may be directed to Mr. Donald Musacchio. Mr. Musacchio may be reached by phone at (202) 863-6316 or by e-mail at [don.musacchio@dhs.gov](mailto:don.musacchio@dhs.gov). On behalf of CBP, I appreciate your continued support of CBP’s critical national security mission.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert Hosenfeld".

Robert Hosenfeld  
Assistant Commissioner