




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

**MAR 07 2013**

MEMORANDUM FOR: See Distribution

FROM: Thomas S. Winkowski   
Acting Chief Operating Officer

SUBJECT: De-authorization of Administratively Uncontrollable Overtime

Due to sequestration, which took effect on March 1, 2013, U.S. Customs and Border Protection (CBP) faces significant budget reductions for the remainder of Fiscal Year 2013. These reductions have a severe impact on mission readiness and will reduce capabilities throughout the Agency.

One of the measures CBP must take to meet this extreme requirement and minimize the need for employee furloughs is to significantly reduce overtime expenditures. In order to accomplish this, CBP must cease the use of Administratively Uncontrollable Overtime (AUO) no later than April 7, 2013.

As a result, I am hereby directing the Office of Human Resources Management (HRM) to take the necessary steps to de-authorize the payment of AUO to all employees occupying positions that were previously authorized to earn AUO effective April 7, 2013. In place of AUO, all required overtime hours worked will be compensated under the Fair Labor Standards Act (FLSA) and the Federal Employees Compensation Act (FEPA).

In addition to effecting the necessary personnel actions and coordinating with the Office of Administration, HRM will also ensure affected program offices are positioned to inform employees about the de-authorization of AUO and will provide guidance to affected program offices concerning the use of FLSA and FEPA compensation for required overtime work.

Distribution: All Assistant Commissioners  
Chief, Office of Border Patrol  
Chief Counsel  
Executive Director, Office of Diversity and Civil Rights  
Executive Director, Office of Policy and Planning  
Executive Director, Joint Operations Directorate  
Principal Executive, Office of Strategic Integration  
Director, Office of Trade Relations  
Director, Office of the Executive Secretariat  
Chief of Staff  
Deputy Chief of Staff