



Organizational Change Request Review

Position Management and Organization Design Services

Date: April 24, 2012

Office(s): Office of Security Capabilities and Office of Security Operations

Subject: Proposal to Split the Behavior Detection and Analysis Division (BDAD) into Two Tracts Between OSC and OSO

Recommendations

Organization Chart	Approved organization chart on file
Function Execution / Functional Statement	Functional statements on file for OSC will need to be modified to reflect the change in liaison with OSO.
Analysis of Proposal	<p>During the Transformation, the Behavior Detection and Analysis Division (BDAD) was realigned from OSO to OSC. The vision for the realignment was to create a single office with responsibility for defining and developing both the security and technology capabilities required to execute TSA's counterterrorism mission.</p> <p>The separation of the BDAD from the operational component (OSO) has unintentionally produced inefficiencies in the management of the Behavior Detection Officers and their respective Programs in the Field. The BDAD not only develops the behavior-based security capabilities but it also executes those capabilities in coordination with OSO's Regional Directors and Federal Security Directors (FSDs).</p> <p>To ensure compliance with operational standards over 3,000 BDOs in the field, OSC will need to rely heavily on OSO to coordinate effective implementation of the procedures developed. OSC and OSO propose to realign two FTE from the BDAD program back to OSO to provide the necessary support for operational requirements.</p>

Proposed Next Steps	<ul style="list-style-type: none"> • PMODS concurs with the return of two FTE from the BDAD program back to OSO to support operational requirements. • PMODS will work with OSO and OSC to ensure the positions are properly classified. •
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