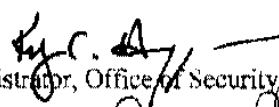




**Transportation
Security
Administration**

MEMORANDUM FOR: Gale Rossides
Deputy Administrator

FROM: Kelly Hoggan 
Assistant Administrator, Office of Security Capabilities (OSC)

Christopher L. McLaughlin 
Assistant Administrator, Office of Security Operations (OSO)

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

Purpose

This memorandum proposes a split within the existing Behavioral Detection and Analysis Division (BDAD) between the operational and capability components for increased efficiencies in communication and implementation for managing the overall Screening of Passengers by Observation Techniques (SPOT) Program. More specifically, it separates the BDAD into two tracts: one maintained in the Office of Security Capabilities (OSC) and the other established and resourced in the Office of Security Operations (OSO).

Background

The Office of Security Capabilities (OSC) BDAD is charged with developing state of the art capabilities with the overall vision to enable and deploy the highest performing behavior analysis function to inform and enhance risk based security and to become the standard for other behaviorally based screening programs. In order to carry out this vision, a strong link to the Office of Security Operations (OSO) is critical. This linkage will allow for a seamless transition of capabilities over to the operational workforce and will establish and maintain operational integrity.

It has become apparent that the separation of the BDAD from the operational component has unintentionally produced inefficiencies which do not lend themselves to the effective management of Behavior Detection Officers and their respective Programs within the field. The BDAD not only develops behavior-based security capabilities, but it also executes those capabilities in coordination with OSO's Regional Directors and Federal Security Directors.

Discussion

Maintaining operational standards for over 3,000 BDOs in the field and continuing to meet expectations consistently across 176 airports nationwide is key to the success of the SPOT

In the proposed split functions, the BDAD in OSC will establish a Program Compliance Inspections (PCI) team and provide the detailed process specifications for performing the inspections wherever SPOT is deployed, and will work with OSO in the development of procedures in order to meet the needs of each Office. Additionally, the BDAD Subject Matter Experts will make quality assurance checks on a periodic basis to ensure consistency and to inform potential changes to the processes defined.

OSO resources will implement these guidelines, carrying out the PCI missions, and will ensure that each SPOT airport is in compliance with the standards provided. Additionally, OSO supported tasks will include, but are not limited to, general communication of information to the field and conducting pilots of new capabilities.

Supporting communications to the field will reinforce various elements of the BDAD mission: manager expectations and performance, Standard Operating Procedures guidance, and changes relating to varying aspects of the job. Piloting enhanced capabilities will be approved and coordinated with OSO (i.e., site selection, concept of operations approval). These efforts will require communication between OSC/BDAD and OSO for approval and assistance with implementation.

Recommendation

Establish a team within OSO to provide the necessary support for operational requirements of SPOT and to ensure that program standards are met by assigning two (2) Full Time Equivalents (FTE) from the current BDAD in OSC to OSO. The remaining BDAD resources will stay with OSC.

Approve *[Signature]* 5/23/12 Disapprove _____
Date Date

Modify _____ Date _____ Needs more discussion _____ Date _____

Gale Rossides
Deputy Administrator
Transportation Security Administration



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Deputy Administrator

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Program. The ability to ensure that standards are upheld will rely heavily on OSO supporting OSC and helping to coordinate effective implementation of the procedures developed.

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