

Meadows, Brian S

From: (b)(6)
Sent: Tuesday, August 14, 2012 12:17 PM
To: (b)(6)
Cc:
Subject: Walk the line

On Monday, August 13, 2012 I was working on the A checkpoint with Officers (b)(6). I walked the line several times although I did not see any of the other BDO's walking the line. I was also told that Officer (b)(6) were walking the line on C Checkpoint, although Officer (b)(6) who was working with them did not walk the line.

I also noticed Officer (b)(6) was wearing a brace on his left leg which appeared to restrict his movement. He was unable to bend his leg at the knee and he seemed to drag his leg as he walked.

(b)(6) EISO

Behavioral Detection Officer

Transportation Security Administration

Lambert-St Louis International Airport

314-341 (b)(6)



(b)(6)

Tipler, Alisia

From: (b)(6)
Sent: Monday, September 24, 2012 6:57 AM
To: (b)(6)
Cc:
Subject: 09/23 Officer (b)(6)

Good morning,

This is in regards to Officer (b)(6). While working with (b)(6) on Terminal 2 yesterday 09/23, I notice that (b)(6) would position himself in the priority access area for a long period of time. I suggested he move around and also walk the line. He did move to another area and walk the line, but would return to the priority access area. This is a ongoing problem with officer (b)(6) having to be asked not to stay in the first class or priority line and to walk the line.

Behavior Detection Officer

(b)(6)

Lambert St. Louis (STL)

314-580 (b)(6)



Meadows, Brian S

From: Tipler, Alisia
Sent: Sunday, September 30, 2012 10:22 AM
To: Meadows, Brian S
Subject: (b)(6)

Follow Up Flag: Follow up
Flag Status: Flagged

Can you observe (b)(6) today. I watched him Saturday with virtually no queue for the longest but he did not walk the line. When it did get busy, he was at lunch. On Friday, at A, he did not walk the line and I stood at the end of the corridor for 40 minutes. He moves in the midst of the crowd near first class but does not walk it.

Let me know what you observe please...☺

Alisia S. Tipler

*Security Manager BDO/ADASP/REFS
Transportation Security Administration
Lambert International Airport, STL*

(b)(6) cell
314-595-(b)(6) office
(b)(6)



Meadows, Brian S

From: Tipler, Alisia
Sent: Thursday, October 04, 2012 8:53 AM
To: Meadows, Brian S
Cc: (b)(5)
Subject:

Had a brief discussion with (b)(6) this morning at C Checkpoint about his continuous inability to walk the line. I stated we were prepared to move to the next step due to his non compliance. He felt he had improved; however without being specific, I advised there were still some concerns and we would discuss at a later time. I recommended he ask his peers and G Bands about his performance.

Alisia S. Tipler

*Security Manager BDO/ADASP/REFS
Transportation Security Administration
Lambert International Airport, STL*

(b)(6) cell
314-595- (b)(6) office
(b)(6)



Meadows, Brian S

From: Fant, Darnell
Sent: Tuesday, October 23, 2012 6:52 PM
To: Gallagher, Robert; Meadows, Brian S
Subject: Walk the Line

On 23 October 2012 MBDO (b)(6) did not walk the line during his shift at all.

Darnell

Meadows, Brian S

From: Fant, Darnell
Sent: Wednesday, October 24, 2012 3:27 PM
To: Gallagher, Robert; Meadows, Brian S
Subject: (b)(6) and walk the line

On 24 October 2012 I observed MBDO (b)(6) not walking the line. The Que area was full of passengers and the divesting area was full of passenger and MBDO Patterson was at the back of the que area not walking the line with his hands in his pockets.

Meadows, Brian S

From: Fant, Darnell
Sent: Wednesday, October 24, 2012 3:33 PM
To: Gallagher, Robert; Meadows, Brian S
Subject: Talk to (b)(6)

On 24 October 2012 I had a talk with MBDO (b)(6) about the importance of walking the line and why we walk the line. I also explained the importance of positioning at the checkpoint in stress areas.

Darnell

Meadows, Brian S

From: Tipler, Alisia
Sent: Friday, October 26, 2012 9:00 AM
To: Gallagher, Robert
Cc: Meadows, Brian S
Subject: BDO (b)(6) (walk the line)

Just FYI....

Here is an excerpt for your records regarding (b)(6) and walking the line:

Email sent from Combs (I will forward to you)

3rd Q not mid year

I had a midyear PASS discussion with him on 7/29 and he stated he is not comfortable walking the line and feels we focus too much attention on it, leaving us vulnerable to other anomalies. He made a commitment to improve.

I monitored his activity for 40 minutes while at A checkpoint on 9/28 and he did not walk the line. I had a discussion with him to let him know his decision to not walk the line in violation of the SOP and may result in discipline.

I understand, he is having the same difficulties on the PM shift and you have decided to work with him before issuing discipline. My intention was to issue an LOC before the change over and vacation and did not find the time to do so. Do you think an LOC is still warranted to in case he does not meet your expectations?

Lastly, I rated him Level 1 in decision making for the year since he did not improve.

Alisia S. Tipler

*Security Manager BDO/ADASP/REFS
Transportation Security Administration
Lambert International Airport, STL*

(b)(6) cell
314-595 (b)(6) office

(b)(6)



Meadows, Brian S

From: (b)(6)
Sent: Saturday, October 27, 2012 2:54 PM
To: Meadows, Brian S
Cc: Tipler, Alisia
Subject: (b)(6)

(b)(6) has never approached me and spoken to me about his performance. I have never told him he was doing better or making any improvements.

Since you spoke to him I had one interaction with him where I watched him walking thru an empty cue. I approached him and asked him what he was doing and he said he was walking the line. I said how can you walk the line with no passengers and he again said he was walking the line.

(b)(6) ETSO
Behavioral Detection Officer
Transportation Security Administration
Lambert-St Louis International Airport
314-341-(b)(6)

From: Tipler, Alisia
Sent: Sat 10/27/2012 4:41 AM
To: (b)(6)
Cc: Meadows, Brian S
Subject: (b)(6)

(b)(6)

We had a pre discipline discussion with (b)(6) yesterday and his argument is that after I spoke with him on 10/4 about his non-compliance, he has made great improvements with walk the line. During our discussion, I asked him to speak with you all and get your input on his performance. He says he spoke with the G bands and he was told he was doing so much better. I need a statement from all of you of any conversation or walk the line interaction (positive or negative) on or after 10/4 immediately. Please send it to (b)(6) and CC me.

This is why emails are so important.

Thanks,

Alisia S. Tipler

Security Manager BDO/ADASP/REFS
Transportation Security Administration
Lambert International Airport, STL

Meadows, Brian S

From:

(b)(6)

Sent:

Saturday, October 27, 2012 4:48 AM

To:

Meadows, Brian S; Tipler, Alisia; Gallagher, Robert

Subject:

(b)(6)

I have not seen officer (b)(6) walk the line after 4 Oct 2012. Officer (b)(6) never asked me if he was doing a better job walking the line.

October 27, 2012

Brian Meadows, STSM
DHS/TSA/STL

STSM Meadows,

Thank you for the opportunity to address your proposal for disciplinary action. I want to assure you I take my position very seriously. I do not believe such action is warranted in this case. The following is my assessment of the situation. I believe we can resolve the situation in an appropriate manner for everyone.

You informed me that the proposed charge is "Failure to Follow the SOP", specifically related to "W".¹ I do not feel this charge is accurate because I have performed this procedure. I believe there is a significant disconnect in the understanding and application of "W" between members of our group, including myself. I am certain I have conducted "W" on a daily basis during my work shift. This particular procedure, "W", is an undefined metric in the SOP. Specifically, there is no quantifiable measure to hold as a standard.

During my mid-year PASS review (4/27/12), STSM Tipler advised me that I should perform the "W" procedure more frequently. I made a good faith effort to perform as asked and believed I meeting this requirement. Five months later (10/4/12), STSM Tipler advised me I had not improved this procedure. I told her I strongly disagreed with this assessment and felt I had improved. During the three weeks since that discussion, I made a concerted effort to focus as much as possible on this procedure, without sacrificing the other aspects of my position. Since I recently changed shifts, I continued to focus on this procedure and have performed it to near excess. Therefore, I was shocked when you told me another officer expressed concern about this procedure. At this point, I realized there must be such a significant disconnect in the proper application of procedure "W" as to make the other officer believe I was not performing the procedure at all.

There are several significant mitigating circumstances that I believe support my recommendation. I have a long and exemplary service record with TSA. In nearly five years of service, my personnel file contains only awards and commendations. I achieved perfect scores on all technical proficiencies the past two years as a BDO. I have frequently been asked for my assistance and expertise by other officers regarding SOP questions and identification documents.

It is my firm belief that this situation does not warrant a charge of "Failure to Follow the SOP" and should be resolved through further guidance and instruction. I recommend that I work with members of my new shift, EBDO (b)(6) and STSM Robert Gallagher to clarify this clear disconnect in this procedure application.

Respectfully submitted,

(b)(6)

¹ "W" : I have not written out this term so as not to include Sensitive Security Information (SSI) in this letter.

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Withheld pursuant to exemption

(b)(6)

of the Freedom of Information and Privacy Act