

(b)(6)

July 11, 2014

I had to mentor (b)(6) on helping the checkpoint with D.O duties, it is not our job to bring out bins, to help passengers divest or handle passenger's property. (b)(6) was observed assisting a passenger bags through the tunnel when he should have been performing S.P.O.T in the back of the checkpoint (b)(3) 49 U.S.C. § 114(r)

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Aug. 3, 2014

On the day of June 11th, I and my partner were performing the (b)(3):49 U.S.C. § 114(n)
(b)(3):49 U.S.C. § 114(r) (b) has BDO's performing SPOT engaging with passengers (b)(3):49 U.S.C. § 114(r)
As I was walking around the back of the checkpoint, I walked to the side of one of the AIT's and said hello to the DO. At no time did I distract or stop him from his duty or did I stop performing Spot. I also walked to the front of the X-ray on lane 8 and as I was engaging with some passengers I assisted them in putting their bins into the X-ray. At no time did I stop performing SPOT, which is my primary job. To me helping passengers and keeping a good working relationship with TSO's is a good way of building a TEAM mentality. Passengers are always complimenting this airport for being one of the nicest and friendliest.

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~~SENSITIVE SECURITY INFORMATION~~

DEPARTMENT OF HOMELAND SECURITY
DALLAS LOVE FIELD



Transportation
Security
Administration

August 8, 2014

To:

(b)(6)

Behavior Detection Officer

From:

Donna Reyes
Transportation Security Manager - BDA

Subject:

Letter of Counseling

Reference:

14-12347

The purpose of this letter is to counsel you for failure to follow the Screening of Passengers by Observation Techniques (SPOT) when conducting (b)(3):49 U.S.C. § 114(n) Specifically, on July 11, 2014 you were performing (b)(3):49 U.S.C. § 114(n) with Behavior Detection Officer (BDO) (b)(6) and were witnessed performing bin-loading duties on Lane 8. Video evidence verified this behavior as well as you talking with an Officer who was working the SO position of the AIT.

Your actions violate the guidelines set forth in the (b)(3):49 U.S.C. § 114(n) Conversing with officers and passengers in addition to performing bin-loading activities does not allow you to conduct (b)(3):49 U.S.C. § 114(n) appropriately. You are expected to remain vigilant when conducting (b)(3):49 U.S.C. § 114(n) by maintaining visual observation of your surroundings and not be distracted by performing activities not related (b)(3):49 U.S.C. § 114(n) Talking to other screening officers while they are performing a specific job function also distracts that officer from performing their job properly.

Per TSA Management Directive 1100.73-5, *Employee Responsibilities and Code of Conduct*, you are responsible for observing and abiding by all laws, rules, regulations and other authoritative policies and guidance and an employee's conduct at work directly affects the proper and effective accomplishment of their official duties and responsibilities. Employees must perform their duties in a professional and business-like manner throughout the workday.

WARNING: This record contains Sensitive Security Information that is controlled under 49 C.F.R. parts 15 and 1620. No part of this record may be disclosed to persons without a "need to know," as defined in 49 C.F.R. Parts 15 and 1620, except with the written permission of the Administrator of the Transportation Security Administration or the Secretary of Transportation. Unauthorized release may result in civil penalty or other action. For U.S. government agencies, public disclosure is governed by 5 U.S.C. 552 and 49 C.F.R. Parts 15 and 1620.

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SENSITIVE SECURITY INFORMATION

On July 23, 2014 I met with you to discuss this matter. You stated that you thought it was okay to engage passengers when performing (b)(3) 49 U.S.C. § 114(f). We also discussed the observation of your talking to the SO position of the AIT multiple times. You told me that you felt that it was "team spirit" to acknowledge someone with whom you have worked with for several years. You also said that you did not feel that you were impeding or hindering the job performance of the Officer and that you realize that you could not talk to just anyone at this position, but felt this Officer was able to maintain their focus of their job.

Please be advised that any future incidents of misconduct may result in disciplinary action, up to and including removal from Federal service. If you need further clarification regarding this memorandum and my expectations, please let me know.

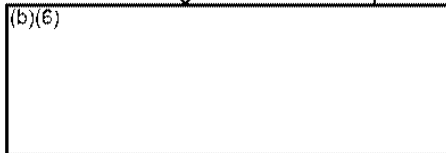
This letter of counseling is not a disciplinary action and may not be grieved through the agency grievance procedures, nor addressed via the Peer Review process (where applicable). This letter will not be placed in your Official Personnel File (OPF). However, a copy of this letter may be retained in the local supervisory file for up to five years as documentation that you have been placed on notice regarding this issue of concern and the consequences of repeated behavior.

The Employee Assistance Program (EAP) is available to you to provide counseling services and/or assistance and may be contacted at 1-800-222-0364. The EAP is a confidential resource designed to help employees address a wide range of personal or family issues.

Please sign the acknowledgement of receipt below. Your signature does not indicate agreement with this action; it only represents receipt of this notice on the date signed.

Acknowledgement of Receipt

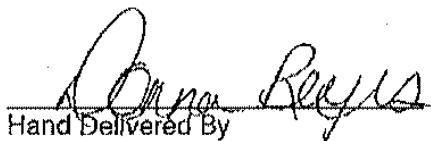
(b)(6)



Behavior Detection Officer

8-13-14
Date

Delivery Information:

Hand Delivered By 

8/13/14
Date

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