



Transportation
Security
Administration

Date: June 27, 2013

To: (b)(6)
Master Behavior Detection Officer
Orlando International Airport

From: Jose Zengotita
SPOT Transportation Security Manager
Orlando International Airport

Subject: Memo of Counseling

Ref: (b)(6)

On June 21, 2013 at 1144 hours you were observed at the East Checkpoint talking to a Prime Flight employee for greater than 10 minutes while standing in one position for an extended period of time. This extended period lasted from 1121 hours until 1154 hours. While standing in this fixed position you failed to move through the queue or engage passenger's in brief verbal exchange while observing behaviors or observe individuals reactions to your partner's engagement. I spoke with you about this matter on June 21, 2013 to ascertain your knowledge of proper positioning while conducting SPOT and you replied with words to the effect, "I know, your right I was talking to Prime Flight employee, sorry" and that you would improve upon this problem.

I reviewed the camera system for the length of time and you were there talking with Prime Flight employee for approximately 33 minutes. I observed Camera T083 for location and accuracy.

You failed to follow established screening procedures as per TSA's Screening of Passengers by Observation Techniques Standard Operating Procedures, Revision 2, Change 1, dated May 20, 2011, implemented June 3, 2011, Sections 3.3.D, which can be reviewed at the SPOT Office or Center of Excellence upon request.

Your actions fail to meet the expectations of a TSA employee as set forth in TSA management directive 1100.73-5, Employee Responsibilities and Conduct, dated May 21, 2009, specifically but not limited to:

§5.A. "TSA employees are responsible for behaving in a way that does not bring discredit upon the Federal Government or TSA, and for observing the following basic on the job rules"

§5.A. (7) "Observing and abiding by all laws, rules, regulations and other authoritative policies and guidance, written and unwritten"

As an Expert Behavioral Detection Officer I expect you to perform your duties in a way that does not reflect negatively on the TSA or the SPOT Program. Standing in one fixed position and actively engaged with

PRIVACY ACT INFORMATION

WARNING: These documents contain information subject to the Privacy Act of 1974, as amended.
Please ensure appropriate measures are taken to safeguard these records.

RECEIVED

JUL 19 2013

(b)(6)

Master Behavior Detection Officer

(b)(6)

Page 2 of 3

other airport employees for extended periods of time in front of the screening location does not portray a positive image of you or the TSA. As a POC it is expected that you ensure that these types of incidents don't occur and not participate in them. Since this is not the first time that you have been counseled for this type of behavior it is necessary to document it in writing. It is my hope that this memo of counseling will impress upon you the seriousness of this matter and no further actions will be needed.

Please be advised that any future incidents of this nature may result in disciplinary action, up to and including removal, from the Federal service. Now that you are on notice of these issues I expect improvement in these areas.

This memorandum of counseling is not a formal disciplinary action and may not be grieved through agency grievance procedures. It will not be placed in your Official Personnel File. However, I will retain a copy of this letter for up to one year in the event it is necessary to demonstrate that you have been placed on notice regarding this type of behavior.

If you need assistance in dealing with any personal matters, the Employee Assistance Program (EAP) is available to provide confidential counseling services. EAP can be reached by calling 1-800-222-0364.

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.


Jose R Zengotita
SPOT Transportation Security Manager

6/28/13
Date

Attachments:

1. TSA's Screening of Passengers by Observation Techniques Standard Operating Procedures, Revision 2, Change 1, implemented June 3, 2011, Sections 3.3.D (SSI- Available for Review Upon Request)
2. TSA MD 1100.73-5; Employee Responsibilities and Conduct, May 21, 2009

cc: HR Specialist

Acknowledgement of Receipt:

(b)(6)

Master Behavioral Detection Officer

6-28-13
Date

Or

If refuses to sign:

(b)(6)

Witnessed By: (Signature)

06-28-13
Date

Witnessed By: (Print Name)

PRIVACY ACT INFORMATION

WARNING: These documents contain information subject to the Privacy Act of 1974, as amended. Please ensure appropriate measures are taken to safeguard these records.

(b)(6)

Master Behavior Detection Officer

(b)(6)

Page 3 of 3

Delivery Information:

Hand Delivered By: (Signature)

Date/Time

Hand Delivered By: (Print Name)

PRIVACY ACT INFORMATION

WARNING: These documents contain information subject to the Privacy Act of 1974, as amended.
Please ensure appropriate measures are taken to safeguard these records.

Page 075 of 227

Withheld pursuant to exemption

(b)(6)

of the Freedom of Information and Privacy Act