

U.S. Department of Homeland Security
McCarran International Airport
6750 Vin Avasil Parkway, Suite 200
Las Vegas, NV 89119



Transportation
Security
Administration

Date: March 18, 2013

To: (b)(5)
Master Behavior Detection Officer

From: Leonard Wittman
SPOT Transportation Security Manager

Subject: Letter of Counseling

The purpose of this letter is to counsel you for failure to follow procedures.

On December 24, 2012, while you were assigned to carry out Screening Passengers by Observation Technique (SPOT) activities at the A/B Checkpoint, you told a Transportation Security Officer (TSO) to check a passenger's baggage to make sure they were all clear, or words to that effect. You did not have sufficient basis to refer the passenger for additional screening, nor did you intend for the TSO to conduct additional screening. You believed, mistakenly, that the passenger was required to have his accessible property fully searched, and you wanted the TSO to do a thorough job because the passenger was (b)(3) 49 U.S.C. § 114(f)

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Your communication to the TSO to conduct a thorough search was inappropriate and led to a series of improper actions during the screening of the passenger's property. The SPOT procedures specify situations in which you are to communicate with TSOs regarding additional screening of accessible property. In this case, you made a comment that appeared to the TSOs to be such a communication, and they acted on it as if it were a referral for additional screening. Your error was based in part on your erroneous speculation about the type of screening that the passenger was supposed to receive under the Screening Checkpoint SOP. Your error, coupled with you inappropriate comment to the TSOs, led to improper screening and a customer complaint. You are not to comment to TSOs on how they are to perform screening of accessible property. If you have a basis to require additional screening of such property, you are to communicate that to the appropriate TSOs and conduct the screening yourself.

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. 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 one year as

documentation that you have been placed on notice regarding this issue of concern and the consequences of repeat 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.


Leonard Wittman

3-19-2013
Date

Acknowledgement of Receipt

(b)(6)


3/19/13
Date

Delivery Information:

(b)(6)


Hand Delivered By

3-19-2013
Date

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Withheld pursuant to exemption

(b)(6)

of the Freedom of Information and Privacy Act