

MEMORANDUM FOR FILE

DATE: November 27, 2013

FROM: LaTisa Kirk, STSM

Subject: Pre Decision Meeting

Meeting on 11/27/2013 with MBDO (b)(6) and STSM LaTisa Kirk

On November 27, 2013, I met with Master Behavior Detection Officer (MBDO) (b)(6) to conduct a pre decision meeting pursuant to TSA MD 1100.75-3, Addressing Unacceptable Performance and Conduct regarding his actions taken on Saturday, November 16, 2013. I discussed the allegation of inappropriate conduct, inattention to duty, failure to follow the Standard Operating Procedures (SOP), failure to follow instructions and lack of candor. I gave MBDO (b)(6) the opportunity to respond orally or in writing to these allegations. He did not want to respond in writing. MBDO (b)(6) did orally respond and stated that he and STSO (b)(6) were talking about the operation. He also stated he was not aware that he was supposed to walk the line in the managed inclusion line. He also stated he was guilty of talking to the other officers and STSO's on the checkpoint and that they were talking about his medical issues. He asked for mercy and apologized.

LaTisa Kirk

SPOT Transportation Security Manger

Thursday, November 21, 2013

EMPLOYEE STATEMENT

On Saturday November 16, 2013 while working the p.m. shift with EBDO (b)(6) and EBDO (b)(6) I BDO (b)(6) was verbally abused by EBDO (b)(6)

At 1600 EBDO (b)(6) went to lunch and EBDO (b)(6) went to the office to work on the schedule for this week, I was going to train for 30 minutes. As we were leaving the main checkpoint TSO (b)(6) was on the checkpoint we had a brief conversation. I looked at the time and ten minutes had past. I decided to stay around the checkpoint allowing me to see EBDO (b)(6) when he returns from lunch so we could go to curbside. STSO (b)(6) called me up to the supervisor area to show me something. As soon as I got up to the desk area STSO (b)(6) and I was talking as STSO (b)(6) pulled up the TSA web. EBDO (b)(6) walked up and said, "You are a hard person to find". I said, "I have been right here on the checkpoint so I could see you when you came back from lunch". EBDO (b)(6) and I began to walk out of the checkpoint. EBDO (b)(6) said to me (b)(6), "I am not going through this again". I looked at him and said, "What"? EBDO (b)(6) then said in a firm tone, "If you come to nights you will do what I say and be where I put you". At that point I felt threatened and walked away. I went up to the office to talk to EBDO (b)(6) about what had just transpired and gather my composure. EBDO (b)(6) was on the computer as I was explaining to him what had just happened, when EBDO (b)(6) came in and invaded my personal space, where he began yelling at me in a forceful tone and telling me what he was and was not going to deal with while I am working on his shift. At that moment I felt threatened, belittled and embarrassed by this open display of abuse. I felt that EBDO (b)(6) behavior was unwarranted, very unprofessional and should not be tolerated in the workplace.

(b)(6) MBDO
(b)(6)

To whom it may concern

On or about 1630 hours on November 16, I was at the BDO work station completing the weekly rotation for the following week, when MBDO (b)(6) approached me and ask to speak to me for a minute.

(b)(6) told me about a conversation that had taken place downstairs between him and EBDO (b)(6). (b)(6) said that (b)(6) had been rude to him. As he started to explain (b)(6) came into the room. He told (b)(6) that if he did this stuff when he came to nights (b)(6) would have a problem. He told (b)(6) that he (b)(6) had stood talking to the Pre Check TDC officer for almost a half hour without watching the checkpoint. He also said that he had to go looking for (b)(6). With that (b)(6) went back to the floor.

I spoke to (b)(6) after (b)(6) left and said that (b)(6) was correct in what he said just not the way he said it. As I got ready to leave for the day (b)(6) asked me to call (b)(6) and have him come back to the Coordination Center so (b)(6) could speak to him again. I called (b)(6) and asked him to have (b)(6) come to the CC. He said he would and then I left.

November 22, 2013

(b)(6)

To whom it may concern

To clarify the statement I made on November 22, 2013 the conversation that took place in my presence. The conversation that I listened to had (b)(6) telling (b)(6) something to the effect of that if he did this type of behavior when he came to nights he would have a problem.

November 27, 2013

(b)(6)

(b)(6)

STSM
Dallas Love Field

(b)(6)

ETSO-BDO
Dallas Love Field

December 5, 2013

Re (b)(6)

The Intent of this letter is to innumerate behaviors and actions of Master Behavior Detection Officer (MBDO) (b)(6) that were observed on November 16, 2013 and November 21, 2013.

Beginning with the first day in question, Saturday, the 16th, the BDO team consisted of Expert Behavior Detection Officer (EBDO) (b)(6) MBDO (b)(6) and me, EBDO (b)(6). As the "Point of Contact" (POC) that day, it was my responsibility to oversee the day-to-day running of the BDO personnel rotation and assignments. In the course of these duties the first noted aberration was that (b)(6) failed to return from his first break in a timely manner. At the time, the exact delay was not noted other than he was absent for "30 min+." The second behavior was (b)(6) prolonged conversation with a Travel Document Checker (TDC) officer while assigned to the Main Checkpoint. Again, the exact time was not noted other than to say, "35+min." The third and last occurrence of the day involving (b)(6) was his reaction to being confronted as to his lack of focus while on the checkpoint, when he dismissed his duties to chat with the TDC officer. (b)(6) promptly went to the Coordination Center (CC), even though our rotation assignment was elsewhere. (b)(6) went to the CC to voice his displeasure to (b)(6) (engaged in Administration work) that apparently I was unduly critical of his actions. When confronted with why he would disregard his duties to have an ill-advised conversation, (b)(6) stated to the effect that what he did was not a problem because the passenger load was a trickle.

The second day, Thursday, the 21st, involved a singular occurrence when (b)(6) failed to show for his rotation assignment. While MBDO (b)(6) and I (POC) waited for (b)(6) in the airport lobby to proceed to our assignment, R. Brewster was seen on the mezzanine in conversation with Transportation Security Inspectors (TSI). The conversation was protracted and calls to (b)(6) on the radio went unanswered. It was subsequently noted that (b)(6) did not have a radio on his person.

(b)(6)

Respectfully

(b)(6)