



Transportation
Security
Administration

Sacramento International Airport-SMF
4540 Duckhorn Drive
Sacramento, CA 95837

Date: September 6, 2012

To: (b)(6), EBDU

From: Ginger Beebe, STSM

Subject: Summary of Pre-Decisional Discussion with Employee

On September 6, 2012, I met with (b)(6) to have a Pre-Decisional Discussion. At that time:

☒ I advised the employee that a pre-decisional discussion is generally a critical step in the fact finding process. A pre-decisional discussion allows management to acquire additional information to make a well informed decision and assures that due process requirements are met by notifying the employee of the allegation(s), discussing the evidence, and providing the employee an opportunity to respond to the allegation(s).

☒ I advised the employee of the following allegation(s) and the possible consequences of the following allegation(s):

On Friday, August 30, 2012 while performing SPOT duties at Central B Checkpoint, a passenger with a security pass but no identification was being assisted by Lead Transportation Security Officer (LTSO) (b)(6). LTSO (b)(6) directed the passenger to wait off to the side beyond the Travel Document Checker podium and proceeded to the rear of the checkpoint.

You briefly engaged the passenger who did not meet the BDO threshold for further screening, entered the checkpoint and told your partner that you needed to go to the bathroom. You proceeded towards the rear of the checkpoint and paused briefly at the West Supervisor's podium where Sacramento County (b)(6), (b)(7)(C) and LTSO (b)(6) were engaged in a conversation. You then continued to Gate 15, where you took possession of a passenger's purse from the Southwest Airlines Gate agent. You returned to the checkpoint with the purse and handed it over to (b)(6), (b)(7)(C).

On Saturday, August 31, 2012 I met with you to discuss the incident. You stated during that meeting that the checkpoint was busy, the Law Enforcement Officers at the back of the checkpoint were busy and went to the gate yourself. You acknowledged that you left your partner alone at the checkpoint. You further stated that you informed the gate agent that the passenger with the missing purse was at the checkpoint and the gate agent handed you the purse. You stated that you informed the gate agent that you could not take the purse but the gate agent was busy and you returned to the checkpoint with the purse.

You engaged yourself in a situation that did not meet our threshold for further involvement, told your partner that you were going to the bathroom when you were going to assist with the passenger's situation, left your partner alone at the checkpoint performing SPOT functions, did not involve the Law Enforcement Officers who handle our airport's lost and found responsibilities, and retrieved a passenger's item of value even after informing the gate agent that you could not take it.

These action(s) violate the following policies:

TSA Management Directive (MD) 1100.73-5 Employee Responsibilities and Conduct and Screening of Passengers by Observation Technique (SPOT) Standard Operating Procedures (SOP).

Possible consequences of this violation include formal discipline, up to and including removal from Federal service.

☒ I provided the employee an opportunity to respond orally and/or in writing.

The employee responded as follows:

☐ Orally on _____, and stated as follows:
(insert date)

As the pastor, (b)(6) was extremely
Nathaniel and I were on "10-10" I went
in and found out that "To make changes
to get back to the business that the pastor
I had about 20, thinking I could receive the money
quickly and eventually by helping the church and
the pastor at the same time. I was never to
leave my wife alone in a house where it is where
"10-10" a 24-hour police force every day. I am the
minister in my own right. I am a pastor.

(If more space is needed, attach additional pages.)

4/10/12

If the employee chooses to respond in writing, he or she will be given 24 hours to respond.



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Statement of

(b)(6)

Name: (b)(6) Date: 09/01/2012

Telephone No.: 916-812 (b)(6)

Current Position: EISO - BDO

I, (b)(6) make the following statement voluntarily. I make this statement with the full knowledge that it may be used in any administrative or criminal proceedings.

On Thursday, August 31, 2012 at Terminal B checkpoint in the morning rotation, I, Behavior Detection Officer (BDO) (b)(6) was performing walk the line when I was called over by a SWA (Southwest Airlines) female passenger to help her with a situation. The female passenger indicated that her purse had been left on the SWA plane. I instructed the female passenger to take the train and once she was in the other building to head to the SWA ticket counters on the second floor and a customer service agent could assist her with obtaining her purse. Sometime later, I was positioned in front of Mod C at a close proximity to the ticket document checker while conducting SPOT observations. I, BDO (b)(6) noticed Southwest Airlines (SWA) female passenger again by the ticket checker podium and she called me over to assist her once again. The female passenger indicated to me that her identification card was in her purse that was left on the plane and stated that she left from Gate 15. She asked if I could assist in any way. I told her to stand by and see what I could do. I headed to the supervisor's podium. The supervisor and law enforcement officers were discussing a situation. To avoid interruption, I made the decision to head to Gate 15 to let SWA representatives know that their passenger had left a purse on the plane and had her identification was in it. When I got to Gate 15, a SWA representative was assisting another passenger and was on the phone. He

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Statement of

(b)(5)

stated TSA is already here for the purse. I made the statement, "I am not sure if I can take the purse". He placed the purse on the counter. He continued to assist the other passenger. I took the purse and headed to checkpoint. Once I arrived at the checkpoint, (b)(6), (b)(7) STSO (b)(6) and team lead (b)(6) were at the STSO desk still engaged in discussion. I went to (b)(6), (b)(7) and interrupted and explained that there was a female up front that left her purse on the plane. He stated "that must be the purse that was left on the plane". He further stated "is there three thousand dollars missing". Checkpoint Supervisor (b)(6) informed that that was not a proper thing to do because of possible liability issues that may incur. (b)(6), (b)(7) and team lead (b)(6) took the purse and walked away. STSO (b)(6) spoke with me and gave an explanation that the proper procedure is to have the law enforcement officers take control of a situation like that. I thanked the checkpoint supervisor and informed him that that will never occur again and appreciated his guidance.

I have read this entire statement consisting of 2 pages. I have been given the opportunity to make any additions, deletions, or corrections. I have initialed each page and all corrections. This statement is the truth to the best of my knowledge and recollections.

(b)(5)

Signature

09/01/2012

Date