

**Congress of the United States**  
**House of Representatives**

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074

MINORITY (202) 225-5051

<http://oversight.house.gov>

March 15, 2016

The Honorable Peter V. Neffenger  
Administrator  
Transportation Security Administration  
601 South 12th Street  
Arlington, VA 22202

Dear Administrator Neffenger:

On February 29, 2016, TSA's Office of Human Capital (OHC) issued a memorandum to temporarily suspend involuntary directed reassignments. The memorandum notes that it "has come to the attention of agency senior officials that this consultation with OHC is not being regularly sought and may have resulted in inconsistent applications of human capital policy and procedures."<sup>1</sup>

TSA's permanent internal assignments policy requires non-Transportation Security Executive Service (TSES) employees to accept involuntary reassignment to any location with minimal notice to support the agency's staffing needs.<sup>2</sup> Career TSES members may also be involuntarily reassigned.<sup>3</sup> The agency's finding that TSA officials failed in some cases to consult OHC before affecting a directed reassignment raises concerns about whether the practice was used for inappropriate reasons, including as a means of retaliation against certain employees.

To help the Committee understand how and why TSA uses directed reassignments, and why the practice has been suspended, please provide the following documents and communications as soon as possible, but no later than 5:00 p.m. on March 29, 2016:

1. All TSA policies and procedures referring or relating to Directed Reassignment, Change in Duty Station, and Temporary Internal Assignment-Detail (TDY) issued or in effect since January 1, 2012, including, but not limited to:

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<sup>1</sup> Transportation Security Administration, Human Capital Advisory Memo, *1100 - Temporary Suspension of Directed (Involuntary) Reassignments*, Feb. 29, 2016.

<sup>2</sup> TSA Management Directive No. 1100.30-4, *Permanent Internal Assignments* (Dec. 16, 2010); TSA MD 1100.30-4, *Handbook: Permanent Internal Assignments* (Jan. 8, 2015).

<sup>3</sup> TSA MD 1100.30-24, *Transportation Security Executive Service*.

- a. Management Directives;
  - b. Handbooks;
  - c. Standard Operating Procedures; and
  - d. Memoranda;
2. All documents and communications referring or relating to the suspension of directed reassignments and other related policy changes as detailed in the Office of Human Capital's February 29, 2016, memorandum;
  3. All communications referring or relating to reassigning individual employees or setting policy for directed reassignments since January 1, 2012, sent or received by any current or former member of the Executive Resources Council (ERC);
  4. All documents and communications referring or relating to instances in which TSA employees at or above J-Band were involuntarily reassigned to a position outside the employee's original local commuting area since January 1, 2012, including, but not limited to:
    - a. Notices of Directed Reassignment;
    - b. Requests for Directed Reassignment;
    - c. Permanent Internal Assignment Orders;
    - d. Notices of Conversion;
    - e. SF-50;
    - f. Reassignment Packages;
    - g. Memoranda to the ERC recommending reassignment; and
    - h. Any written communications including emails providing such notice to the reassigned employee;
  5. All documents and communications referring or relating to involuntary reassignment as a means of reprisal or retaliation, including any allegation of an involuntary reassignment as a discriminatory or retaliatory act, since January 1, 2012; and
  6. All complaints or disclosures against any TSA employee that were filed within six months before the complainant was subject to an involuntary reassignment, since January 1, 2012.

When producing documents to the Committee, please deliver production sets to the Majority staff in Room 2157 of the Rayburn House Office Building and the Minority staff in Room 2471 of the Rayburn House Office Building. The Committee prefers, if possible, to receive all documents in electronic format. An attachment to this letter provides additional information about responding to the Committee's request.

The Committee on Oversight and Government Reform is the principal investigative committee in the U.S. House of Representatives. Pursuant to House Rule X, the Committee has authority to investigate "any matter" at "any time."

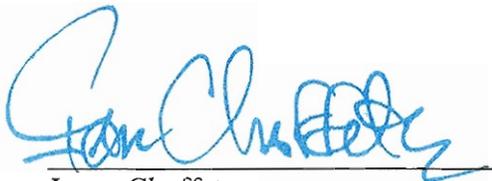
The Honorable Peter V. Neffenger

March 15, 2016

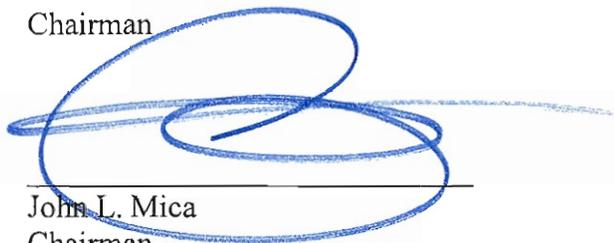
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Please contact Michael Kiko of the Majority staff at (202) 225-5074, or Courtney French of the Minority staff at (202) 225-5051 with any questions about this request. Thank you for your attention to this matter.

Sincerely,



Jason Chaffetz  
Chairman



John L. Mica  
Chairman  
Subcommittee on Transportation  
and Public Assets



Elijah E. Cummings  
Ranking Member



Tammy Duckworth  
Ranking Member  
Subcommittee on Transportation  
and Public Assets

Enclosure

Office of Human Capital Communication  
Human Capital Advisory Memo



Date: February 29, 2016  
To: AAs, DAAs, BMOs, RDs, and FSDs [REDACTED]  
From: [REDACTED] Assistant Administrator, Office of Human Capital  
Subject: 1100 – Temporary Suspension of Directed (Involuntary) Reassignments  
POC: [REDACTED]  
References: TSA MD 1100.30-4 Permanent Internal Assignments  
Associated TSA Handbook and Forms  
Attachments: None

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In accordance with TSA Management Directive 1100.30-4, Permanent Internal Assignments, management officials exercising the authority to effect a directed reassignment should consult with the Office of Human Capital (OHC) in advance of taking any action. It has come to the attention of agency senior officials that this consultation with OHC is not being regularly sought and may have resulted in inconsistent applications of human capital policy and procedures.

Until further notice and effective immediately, Directed (Involuntary) Reassignments must be routed through the Office of Human Capital (OHC) for review and approval by AA/OHC, [REDACTED]. Program Offices requesting approval should direct an action memo for AA/OHC approval that outlines the requested Directed Reassignment action, following the requirements of TSA MD 1100.30-4, Section K. All Directed Reassignments currently in process will be halted, reviewed, and possibly returned to the program office for further action, if the nature of action is unclear or isn't clearly supported as outlined in policy.

OHC will work with representatives from each program office in the coming weeks to update TSA MD 1100.30-4, and associated handbook and forms, to ensure appropriate oversight and management responsibilities are correctly reflected in the policy as well as being adhered to in practice.



Transportation  
Security  
Administration

## Responding to Committee Document Requests

1. In complying with this request, you are required to produce all responsive documents that are in your possession, custody, or control, whether held by you or your past or present agents, employees, and representatives acting on your behalf. You should also produce documents that you have a legal right to obtain, that you have a right to copy or to which you have access, as well as documents that you have placed in the temporary possession, custody, or control of any third party. Requested records, documents, data or information should not be destroyed, modified, removed, transferred or otherwise made inaccessible to the Committee.
2. In the event that any entity, organization or individual denoted in this request has been, or is also known by any other name than that herein denoted, the request shall be read also to include that alternative identification.
3. The Committee's preference is to receive documents in electronic form (i.e., CD, memory stick, or thumb drive) in lieu of paper productions.
4. Documents produced in electronic format should also be organized, identified, and indexed electronically.
5. Electronic document productions should be prepared according to the following standards:
  - (a) The production should consist of single page Tagged Image File ("TIF"), files accompanied by a Concordance-format load file, an Opticon reference file, and a file defining the fields and character lengths of the load file.
  - (b) Document numbers in the load file should match document Bates numbers and TIF file names.
  - (c) If the production is completed through a series of multiple partial productions, field names and file order in all load files should match.
  - (d) All electronic documents produced to the Committee should include the following fields of metadata specific to each document:  
  
BEGDOC, ENDDOC, TEXT, BEGATTACH, ENDATTACH,  
PAGECOUNT, CUSTODIAN, RECORDTYPE, DATE, TIME, SENTDATE,  
SENTTIME, BEGINDATE, BEGINTIME, ENDDATE, ENDTIME, AUTHOR, FROM,  
CC, TO, BCC, SUBJECT, TITLE, FILENAME, FILEEXT, FILESIZE,  
DATECREATED, TIMECREATED, DATELASTMOD, TIMELASTMOD,  
INTMSGID, INTMSGHEADER, NATIVELINK, INTFILPATH, EXCEPTION,  
BEGATTACH.
6. Documents produced to the Committee should include an index describing the contents of the production. To the extent more than one CD, hard drive, memory stick, thumb drive, box or folder is produced, each CD, hard drive, memory stick, thumb drive, box or folder should contain an index describing its contents.

7. Documents produced in response to this request shall be produced together with copies of file labels, dividers or identifying markers with which they were associated when the request was served.
8. When you produce documents, you should identify the paragraph in the Committee's schedule to which the documents respond.
9. It shall not be a basis for refusal to produce documents that any other person or entity also possesses non-identical or identical copies of the same documents.
10. If any of the requested information is only reasonably available in machine-readable form (such as on a computer server, hard drive, or computer backup tape), you should consult with the Committee staff to determine the appropriate format in which to produce the information.
11. If compliance with the request cannot be made in full by the specified return date, compliance shall be made to the extent possible by that date. An explanation of why full compliance is not possible shall be provided along with any partial production.
12. In the event that a document is withheld on the basis of privilege, provide a privilege log containing the following information concerning any such document: (a) the privilege asserted; (b) the type of document; (c) the general subject matter; (d) the date, author and addressee; and (e) the relationship of the author and addressee to each other.
13. If any document responsive to this request was, but no longer is, in your possession, custody, or control, identify the document (stating its date, author, subject and recipients) and explain the circumstances under which the document ceased to be in your possession, custody, or control.
14. If a date or other descriptive detail set forth in this request referring to a document is inaccurate, but the actual date or other descriptive detail is known to you or is otherwise apparent from the context of the request, you are required to produce all documents which would be responsive as if the date or other descriptive detail were correct.
15. Unless otherwise specified, the time period covered by this request is from January 1, 2009 to the present.
16. This request is continuing in nature and applies to any newly-discovered information. Any record, document, compilation of data or information, not produced because it has not been located or discovered by the return date, shall be produced immediately upon subsequent location or discovery.
17. All documents shall be Bates-stamped sequentially and produced sequentially.
18. Two sets of documents shall be delivered, one set to the Majority Staff and one set to the Minority Staff. When documents are produced to the Committee, production sets shall be delivered to the Majority Staff in Room 2157 of the Rayburn House Office Building and the Minority Staff in Room 2471 of the Rayburn House Office Building.

19. Upon completion of the document production, you should submit a written certification, signed by you or your counsel, stating that: (1) a diligent search has been completed of all documents in your possession, custody, or control which reasonably could contain responsive documents; and (2) all documents located during the search that are responsive have been produced to the Committee.

### **Definitions**

1. The term “document” means any written, recorded, or graphic matter of any nature whatsoever, regardless of how recorded, and whether original or copy, including, but not limited to, the following: memoranda, reports, expense reports, books, manuals, instructions, financial reports, working papers, records, notes, letters, notices, confirmations, telegrams, receipts, appraisals, pamphlets, magazines, newspapers, prospectuses, inter-office and intra-office communications, electronic mail (e-mail), contracts, cables, notations of any type of conversation, telephone call, meeting or other communication, bulletins, printed matter, computer printouts, teletypes, invoices, transcripts, diaries, analyses, returns, summaries, minutes, bills, accounts, estimates, projections, comparisons, messages, correspondence, press releases, circulars, financial statements, reviews, opinions, offers, studies and investigations, questionnaires and surveys, and work sheets (and all drafts, preliminary versions, alterations, modifications, revisions, changes, and amendments of any of the foregoing, as well as any attachments or appendices thereto), and graphic or oral records or representations of any kind (including without limitation, photographs, charts, graphs, microfiche, microfilm, videotape, recordings and motion pictures), and electronic, mechanical, and electric records or representations of any kind (including, without limitation, tapes, cassettes, disks, and recordings) and other written, printed, typed, or other graphic or recorded matter of any kind or nature, however produced or reproduced, and whether preserved in writing, film, tape, disk, videotape or otherwise. A document bearing any notation not a part of the original text is to be considered a separate document. A draft or non-identical copy is a separate document within the meaning of this term.
2. The term “communication” means each manner or means of disclosure or exchange of information, regardless of means utilized, whether oral, electronic, by document or otherwise, and whether in a meeting, by telephone, facsimile, email (desktop or mobile device), text message, instant message, MMS or SMS message, regular mail, telexes, releases, or otherwise.
3. The terms “and” and “or” shall be construed broadly and either conjunctively or disjunctively to bring within the scope of this request any information which might otherwise be construed to be outside its scope. The singular includes plural number, and vice versa. The masculine includes the feminine and neuter genders.
4. The terms “person” or “persons” mean natural persons, firms, partnerships, associations, corporations, subsidiaries, divisions, departments, joint ventures, proprietorships, syndicates, or other legal, business or government entities, and all subsidiaries, affiliates, divisions, departments, branches, or other units thereof.

5. The term “identify,” when used in a question about individuals, means to provide the following information: (a) the individual's complete name and title; and (b) the individual's business address and phone number.
6. The term “referring or relating,” with respect to any given subject, means anything that constitutes, contains, embodies, reflects, identifies, states, refers to, deals with or is pertinent to that subject in any manner whatsoever.
7. The term “employee” means agent, borrowed employee, casual employee, consultant, contractor, de facto employee, independent contractor, joint adventurer, loaned employee, part-time employee, permanent employee, provisional employee, subcontractor, or any other type of service provider.