

PRIVACY ACT STATEMENT: Authority: 49 U.S.C. § 114(n). Principal Purpose(s): This information will be used to document your performance appraisal and to certify that the Rating Official has discussed your performance appraisal with you. Routine Use(s): This information may be shared in response to a request for discovery or for appearance of a witness, information that is relevant to the subject matter involved in a pending judicial or administrative proceeding, or for routine uses identified in the Office of Personnel Management's System Of Records, OPM/GOVT-2 Employee Performance File System Records. Disclosure: Voluntary.

Performance Appraisal - Rating Summary and Calculation Sheet

Employee's Name		Employee Identification Number	Employee's Rating of Record (or Interim Rating) for FY 2016 <small>(auto populated based on points earned)</small>	
Robert MacLean		564-61-3185	Achieved Expectations	
Organization		Position	Performance Period	
DHS/TSA/OLE/FAMS		FAM	10/1/15	9/30/16
<input checked="" type="checkbox"/>	Annual Appraisal	<input type="checkbox"/>	Interim Rating	
			Start	End

Performance Goals

GOAL #	Brief Description	Weight	Performance Rating <small>(pick from list)</small>	Points <small>(auto populated)</small>
1	Promote confidence in the nation's transportation system	20.00%	3 - Achieved Expectations	0.600
2	Increase knowledge through required training	20.00%	4 - Exceeded Expectations	0.800
3	Support FAMS Mission through administrative practice	20.00%	3 - Achieved Expectations	0.600
4	Demonstrate leadership	20.00%	3 - Achieved Expectations	0.600
5	Participate in Health Fitness and Wellness Program	20.00%	4 - Exceeded Expectations	0.800
6				
7				
8				
9				
10				
Total		100.00%	<= Weights must total 100%	3.400

Competencies

Competency #	Brief Description <small>(copy competency name from Performance Plan)</small>	Weight <small>(auto populated)</small>	Performance Rating <small>(pick from list)</small>	Points <small>(auto populated)</small>
1	Multitasking	16.67%	3 - Achieved Expectations	0.500
2	Flexibility	16.67%	3 - Achieved Expectations	0.500
3	Decision Making	16.67%	3 - Achieved Expectations	0.500
4	Problem Solving	16.67%	3 - Achieved Expectations	0.500
5	Communication	16.67%	4 - Exceeded Expectations	0.667
6	Technical Proficiency	16.67%	4 - Exceeded Expectations	0.667
7				
8				
Total		100.00%		3.333

Rating Calculation

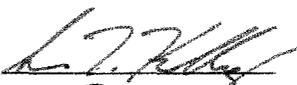
Category	Points Earned	% of Rating	Points Toward Rating
Performance Goals	3.400	60%	2.04
Competencies	3.333	40%	1.333333333
Total			3.373333333

Rating of Record (or Interim Rating, as appropriate)

Point Scale	Summary Rating Descriptions	Rating of Record (or Interim Rating)
4.5 or more	Achieved Excellence	Achieved Expectations
3.5 - 4.4	Exceeded Expectations	
3.0 - 3.4	Achieved Expectations	
< 3.0	Unacceptable	

The Annual Appraisal discussion occurred.

Reviewing Official Name: Sean T. Kelley, ASAC (Print)

Signature: 

Date: 10/24/16

Reviewing Official Comments:

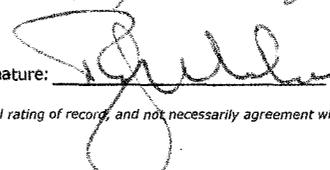
Rating Official Name: Roy C. Wright (Print)

Signature: 

Date: 10/27/2016

Rating Official Comments:

Employee Name: ROBERT MACLEAN (Print)

Signature: 

Date: 10-27-2016

(Employee "signature" acknowledges discussion and receipt only of the annual appraisal and final rating of record, and not necessarily agreement with the final rating assigned)

Employee Comments:

FAM Robert MacLean is achieving expectations when comparing his performance against the criteria under the Employee Performance Management Program (EPMP). He understands the critical role he plays in the transportation domain. He conducts himself with professionalism in the performance of his assigned duties. He requires supervision to successfully complete assigned tasks. FAM Maclean is learning to exhibit confidence and is enhancing his capabilities in the performance of his law enforcement duties.

During the 2016 Performance Appraisal period, FAM Robert MacLean was supervised by four different Supervisory Federal Air Marshals (SFAM). He started the year completing his Extended Absence Refresher Training (EART) in October 2015. In November, 2015, FAM MacLean returned to full duty as a flying FAM.

After returning to flight status, FAM MacLean was assigned an international mission. Before the return flight, FAM MacLean unknowingly dropped one of his magazines while getting his equipment from the storage box and placing it on his person. When the magazine was found, and inquires made to determine the owner of the magazine, FAM MacLean realized that he was missing the magazine and admitted ownership. An Incident Tracking Report (ITR) was submitted to the TSA Office of Inspection for the incident. Instead of making excuses or blaming something or someone else for the misplacing the magazine, he admitted that he felt rushed to get ready, and should have slowed down to make sure everything was accounted for. He immediately realized that he needed a better system of preparing for a mission. He developed a check list of his preparation procedures to ensure that the error would not happen again. FAM MacLean was initially given a three day suspension for Failure to Maintain Possession of his Federal Air Marshal Service Issued Equipment. The penalty was mitigated to a one day suspension. The Office of Professional Responsibility cited FAM MacLean's 24 years of prior Federal service with no record of previous discipline, the fact that he accepted responsibility for the incident, and his statement that he realized his procedure for loading his equipment was flawed, and that he has developed a new procedure to ensure that he maintains possession of his equipment as mitigating factors. They also considered that the equipment was delivered late to the aircraft and that the airline began boarding passengers as the team was still uploading their equipment.

FAM MacLean flew domestic and international missions from November 2015 to February 29, 2016. However, he only flew forty domestic and international missions during this period. FAM Maclean was concerned that due to his televised appearance before the full Senate Committee on Homeland Security and Government Affairs, that he was easy to identify as a FAM. He considered his appearance on most major media outlets, along with an Insider Threat briefing on terrorist organizations targeting law enforcement would place him or his team in jeopardy. He was placed on non-flight status.

FAM MacLean was reassigned February 26, 2016 through April 17, 2016 to the Emergency Preparedness Section (EPS). He was assigned to work Monday- Friday from 0900-1730 hours. While this period is thirty-five calendar days, due to ALV (both scheduled and unscheduled),

SKL and training, he was only present for 20 working days.

During this period, FAM MacLean was assigned the following:

- Read and familiarize himself with the TSA Special Events MD and SOP.
- Participation in a think group in an effort to update the current TSA Special Events MD and SOP.
- Commence drafting a revised TSA Special Events MD and SOP.
- Draft a TSA Special Events Planning Overview PowerPoint.
- Assist with the Nuclear Security Summit, NSSE exercise for the MACC – due to scheduled ALV; he was unable to assist with this.
- Familiarize himself with TSA's Records Management Process and the disposition of the Special Events Operations Plans.
- Properly dispose and/or store Special Events Operations Plans – Guidance given to FAM MacLean but project was not commenced.
- EPS, Plans Chief, Richard (Dick) Lazisky assigned him to read and familiarize himself with the Incident Management Framework (IMF) and Critical Incident Management Group (CIMG) Operations Manual and Operations Response Plan (ORP), so that he would have an understanding EPS' foundation documents.

Upon completion of his forty-five days temporary duty assignment with Emergency Preparedness Section (EPS), FAM Maclean was assigned to the Visible Intermodal Prevention and Response Team A from April 21st through July 27, 2016. He was assigned administrative duties with TSA-TSI learning all VIPR administrative duties, such as daily Activity Summary Reports, Operations Tracking Reports, Deployment Operations Plan, After Action Reports and VIPR Operations Scheduling Changes. Where he observed and familiarize himself with VIPR paperwork but did not actually complete the paperwork for operational use.

FAM McLean was reassigned to the Washington Field Office VIPR operational Team C on July 27, 2016. He participated in daily operations with multiple agencies TSA/Amtrak K-9 handlers, Amtrak Union Station, IAD, DCA airports, and Virginia Railway Express trains. During these operations, he worked with local and federal law enforcement agencies. He also completed the VIPR Law Enforcement Training Program-Class VLETP 1701.

FAM MacLean routinely completes all required training, assessments and qualification testing satisfactorily and within specified deadlines. During training scenarios, He demonstrates the ability to perform appropriate tactics and techniques under stress in a reality-based training environment. He arrives prepared and accepts responsibility for his individual decisions and

actions through honesty and candor. Also, he understands the fundamentals of law enforcement arrest procedures, functions, and jurisdictions of all federal, state, and local agencies he interacts with on a daily basis. Though guidance from his SFAM and fellow VIPR team members, FAM MacLean continues to improve his professional appearance and demeanor while interacting with industry stakeholders, federal, state, local agencies, and other TSA personnel.

FAM MacLean is working on practicing a culture of accountability and as he better understands the importance of a team concept. He is maturing his law enforcement posture through his honesty and candor. Also, he is adapting an open attitude to change, new information, ideas and strategies. Furthermore, he is learning to modify his behavior or work methods appropriately in response to new information, changing conditions, or unexpected obstacles to maintain performance.

FAM MacLean participates and enforces the ongoing VIPR Mission Team Concept of Operations, which significantly improved the team's mission efficiency, team cohesion and safety. Also, he continues to provide suggestions and presents ideas that will improve the effectiveness of the Federal Air Marshal Service and understands that some of his ideas and concepts cannot be implemented.

FAM MacLean manages his time competently. He accomplished his primary missions and his administrative duties while working through his U.S. Merit Systems Protection Board (MSPB) appeals and security clearance paperwork. He completes his administrative task timely, and with minimal errors. FAM MacLean should continue to work on his communication skills to ensure his message is simple, clear, and concise. He is encouraged to proof read his written correspondence for clarity and grammar.

FAM MacLean continually seeks self-improvement. He participated in a career workshop to help him prepare for the computer based test of the J Band process and a professional development communication course. He also completed the promotion process assessment phases and is eligible for promotion. Furthermore, he has also applied for multiple J-Band and Ground Based Assignment (GBA) positions, including positions with the Visible Intermodal Prevention and Response/Joint Coordination Center and the Flight Liaison section.

FAM MacLean continuously looks for security threats and anomalies. For example, when he noticed an aircraft that had a flight deck door that opened inward, he submitted a Mission Report for the inward opening flight deck door. FAM MacLean not only reports issues, he also suggests solutions. He has submitted two proposals for flight deck secondary barriers that would enhance the security of the flight decks. One of his proposals was to add vertical window-shade type barrier and a special transforming galley cart that locks into the entrance of the forward galley containing a barrier that folds out from the top.

During FAM MacLean's research into the secondary barriers, he found a redacted version of the September 28, 2011 Radio Technical Commission for Aeronautics (RTCA DO-329) "Aircraft

Secondary Barriers and Alternative Flight Deck Security Procedures" report. He requested a copy of the un-redacted version of the report. As a result of his requests, a hard copy of the report was made available to the WFO FAMS to view at the field office.

FAM MacLean is dedicated to his physical as well as his emotional fitness. He constantly seeks advice on fitness and nutrition. He is continuously improving on his overall fitness.