

# FPS

Page 1  
Message from  
the Director  
**FPS: A LESO-  
Based  
Workforce**

Page 2  
Feature  
**The FPS LESO**

Page 3  
In Action  
At Work  
Inside FPS  
Training

Page 4  
Inside FPS  
Training *(cont'd)*  
News/Updates  
Growing Workforce  
Become a LESO

News and Information from the Federal Protective Service · July 2008 Special Issue

## The Federal Protective Service

*Secure Facilities, Safe Occupants*  
Protecting the critical infrastructure and key resources of the United States is essential to our nation's security, public health and safety, economic vitality and way of life.

The Federal Protective Service (FPS) protects one component of the nation's infrastructure by mitigating risk to federal facilities and their occupants. We organize our activities along three guiding principles:

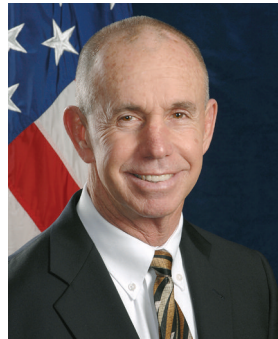
- Principle I: Stakeholder Service
- Principle II: Technical Expertise
- Principle III: Organizational Excellence

Report Suspicious Activity  
to an FPS MegaCenter:  
**1-877-4FPS-411**  
(1-877-437-7411)

[www.ice.gov](http://www.ice.gov)



**U.S. Immigration  
and Customs  
Enforcement**



Mr. Gary W. Schenkel  
FPS Director

### Message from the Director

## FPS: A Law Enforcement Security Officer (LESO)-Based Workforce

When the Federal Protective Service (FPS) was established in 1971, all of its law enforcement officers focused on police duties. FPS' formation pre-dated the introduction of the facility security priorities identified by the Department of Justice in its "Vulnerability Assessment of Federal Facilities Study" published in 1995; the bombing of the Alfred P. Murrah Building in Oklahoma; and the escalating threats posed by international terrorists.

The concept of a LESO-based FPS workforce was first broached in a 1998 General Services Administration report on the organization's future. Among other things, the report documents the numerous benefits of FPS combining the law enforcement officer and physical security specialists into the GS-0080 LESO position, to improve FPS' ability to protect against heightened threats.

The advantages of the LESO-based workforce align directly with the core FPS mission of securing facilities and safeguarding their occupants. This model adds a dimension to FPS' capabilities by providing a workforce that has the built-in flexibility to perform both law enforcement and physical security functions. LESOs who are present at a federal facility to perform an inspection or provide contract guard oversight can, if the need arises, immediately respond to a crime in progress.

In 2003, FPS had a workforce that was stretched too thin, with only 55 percent of its law enforcement staff qualified to conduct Building Security Assessments (BSAs). Today, as FPS moves closer to a LESO-based workforce, more than 80 percent of its law enforcement staff produces accurate and timely BSAs, in performance of FPS' core mission requirements.

continued on page 2

## Message from the Director

continued from page 1

Leadership at the Department of Homeland Security and U.S. Immigration and Customs Enforcement have been involved in and fully support the shift to a LESO-based workforce.

If you have any questions or feedback regarding FPS' services or LESO program, please submit them to us at [FPSinfo@dhs.gov](mailto:FPSinfo@dhs.gov).

## Feature

# The FPS LESO

The FPS LESO is a sworn federal law enforcement officer with specialized training and expertise in physical security and risk mitigation for federal facilities. FPS LESOs provide proactive protection through law enforcement and intelligence services to detect, deter and defend federal facilities.

As uniformed federal police officers, LESOs serve as a visual deterrent while at federal facilities; conduct basic patrol activities and initial response; participate in scheduled building evacuation drills; enforce federal property management laws and regulations; provide contract guard oversight; and apprehend persons suspected of committing a crime.

FPS LESOs are also physical security specialists who are trained to conduct building security risk assessments to determine the protective posture of the facility and recommend specific countermeasures to mitigate risk.



FPS LESOs ensure risk-based security standards are managed and implemented in accordance with specific facility and tenant agency needs.

FPS LESOs in and around your facility conduct the following activities:

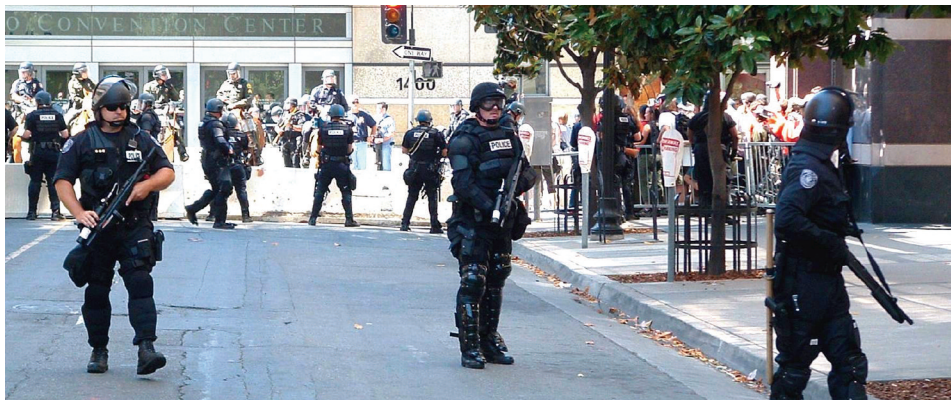
- Conduct Building Security Assessments, including interviews, physical inspections, document reviews, etc.
- Recommend countermeasures, including specific types of devices, systems, or services, and coordinate equipment management, design, cost estimation, purchase, initial testing, acceptance, performance evaluation, maintenance and repair.
- Participate in Building Security Committees (BSC).
- Coordinate with BSCs and building managers to support development of Occupant Emergency Plans.

- Monitor security guard performance, required training, weapons qualifications; inspect guard posts and prepare guard inspection reports.
- Coordinate facility and vehicle sweeps with K-9 explosives detection teams.
- Investigate criminal activity that occurs on federal property and threats made against employees and facilities.
- Serve as Contracting Officer's Technical Representative as necessary, to ensure compliance with contract specifications.
- Provide crime prevention and awareness training to BSCs, building managers and tenants.

By implementing national FPS protection programs in individual facilities, LESOs embody the organization's expertise and authority.



An FPS LESO advises a security guard to keep a watchful eye on an area of concern.



FPS LESOs are prepared to protect facilities against incidents that can present security risks, including demonstrations and protests.



**In Action**

## FPS LESOs At Work

Throughout the nation, FPS LESOs are putting their technical security expertise and law enforcement authority to work to maximize service to tenant agencies at federal facilities.



FPS LESO ensuring building security systems are properly updated.

In 2007, FPS provided security and law enforcement services to approximately 9,000 federal facilities consisting of over 350 million square feet of space. During this year, FPS screened over 1 million people entering these facilities, provided oversight for over 15,000 armed contract guards, and responded to 148 incidents on federal property. Moving forward in 2008 with a workforce of additional LESOs, the organization is slated to strengthen its ability to mitigate risk to the buildings it protects.

In federal facilities nationwide, FPS LESOs are targeting suspicious individuals and activities during their routine duties. LESOs throughout FPS regions have detained and arrested dangerous fugitives and wanted criminals. They have also

intercepted prohibited items, denying their entry into federal facilities. A wide array of items have been confiscated, including weapons, drugs and drug paraphernalia, and fraudulent law enforcement badges and identification.

A few recent examples of FPS successes include:

- In Region 8, FPS LESOs and K-9 teams provided special event security support at public events featuring President Bush, former President Clinton and Sen. Barack Obama. FPS teams coordinated sweeps of stage areas, press equipment, backstage areas, public entrances and baggage for these events. FPS also participated in motorcade sweeps for routes leading to and from the events.
- In Region 9, when a contract security guard company closed its doors, FPS LESOs acted quickly to mitigate the risk to the more than 100 facilities in southern California that could be affected. Through enhanced oversight and more frequent inspections until the new guard contract was in place, LESOs worked to ensure that all guard posts were covered and the facilities were secure.

**Inside FPS**

## FPS LESO Training Requirements

FPS LESOs must meet stringent standards and qualifications before they can become expert security providers for federal facility tenants.



Region 3 FPS LESOs undergo reality-simulation training.

Having the multi-functional skill sets necessary to serve tenant agency protection needs requires that LESOs pass comprehensive training programs at the Federal Law Enforcement Training Center (FLETC), including the Uniformed Police Training Program (UPTP) and FPS' Physical Security Training Program (PSTP).

Prior to entry into these formal programs, candidates must first undergo and successfully pass a background suitability investigation in addition to a medical evaluation. Only then are candidates allowed to progress to basic law enforcement training.

At FLETC, UPTP provides basic training in law enforcement knowledge, skills and abilities that a new federal officer must be able to demonstrate within the first two years on the job. Candidates undergo a 59-day session of instruction and drills in a number of subject specific areas, including:

- Officer safety and survival
- Communications and interviewing
- Constitutional and federal criminal law
- Arrest techniques

continued on page 4

## Inside FPS

continued from page 3

- Defensive tactics
- Drug abuse
- Terrorism
- VIP protection
- Physical security
- Firearms
- Armed tactics during flights
- Driver training

After graduating from UPTP, LESO candidates proceed to the four-week FPS PSTP to learn the specialized skill of technical security through study and practice. The PSTP is located on FLETC grounds, and was specifically designed to train physical security specialists.

Constructed to simulate the characteristics of a federal building, the training facility is complete with guard monitoring center and main entry guard post. Each PSTP student receives topical, structured and hands-on training on procedures and tools used to protect federal facilities. The PSTP curriculum prepares prospective LESOs by training them on topics covering the full physical security spectrum:

- Concepts and principles of physical security
- Threat identification
- Contract guard management
- Biometric technologies



LESOs at PSTP learn about intrusion detection systems.

- Screening devices
- Security lighting
- Locking devices
- Vehicle barriers
- Systems management

For more information on FPS LESO training requirements and programs, please e-mail [FPSInfo@dhs.gov](mailto:FPSInfo@dhs.gov).

## News and Updates

### A Growing Workforce

On March 14, 2008, FPS participated in the Corporate Gray Career Fair in Springfield, Va., to recruit LESOs as part of its initiative to expand its LESO-based workforce. This is one of a series of scheduled hiring events taking place nationwide to ensure the organization reaches its hiring goals.



The FPS recruitment team attends the Corporate Gray Career Fair.

The FPS hiring strategy manages the LESO recruitment process in three phases. In the first phase, FPS aggressively advertised announcements to public and private networks, reaching out to qualified prospective candidates. As candidates have been evaluated throughout the second phase of the hiring process, FPS conducted extensive interviews. The organization has worked to transition LESO candi-

dates into a series of coordinated training sessions, and continues to work through this third phase.

## FAQs

### How can I learn more about becoming an FPS LESO?

To learn more about becoming an FPS LESO, go to [www.usajobs.gov](http://www.usajobs.gov). Search for postings, using announcement codes for the area of country you are interested (e.g., 177046 for ME, VT, NH, MA, CT, RI).

**Region 1** (ME, VT, NH, MA, CT, RI)  
177046, 200388, 200891

**Region 2** (NY, NJ, USVI, PR)  
177845, 201935, 200897

**Region 3** (PA, MD, WV, VA, DE)  
177856, 201968

**Region 4**  
(KY, TN, NC, SC, MS, AL, GA, FL)  
177867, 200377, 200382, 200386,  
201079, 201083, 201203, 201214

**Region 5** (MN, WI, IL, IN, MI, OH)  
177891

**Region 6** (NE, KS, IA, MO)  
177901, 200358, 200367, 200372

**Region 7** (NM, TX, OK, AR, LA)  
177954, 200352, 201988, 202005,  
201238, 201230, 202014, 202026,  
202337, 201257, 201273, 201279,  
201411

**Region 8** (MT, ND, SD, WY, UT, CO)  
177972, 201290, 201325, 201329,  
201331, 201332

**Region 9** (CA, NV, AZ, HI)  
177985, 200340, 201422, 202338,  
202339, 202484

**Region 10** (AK, WA, OR, ID)  
177989, 200321, 200332

**Region 11** (Washington DC)  
177991, 199002, 200311, 201005,  
201052, 201038, 201060