

The Army Biological Personnel Reliability Program (BPRP)

This briefing is UNCLASSIFIED

Agenda

- Background and purpose
- BPRP duties
- Certifying officials and reviewing officials
- Qualifying and disqualifying factors
- Screening process
- Continuing evaluation
- Removal from BPRP duties
- Lessons learned

Background

- Established in Army Regulation 50-1, Biological Surety
- Implements Vice Chief of Staff of the Army guidance to establish biological surety program
 - Based on recommendations from 2001 Inspector General review of Army biological laboratories
 - Based on hazards of material used for biological defense research, development, testing, and evaluation
 - Existing chemical surety program (Army Regulation 50-6) used as a basis for the biological surety program and BPRP
- Implements DOD Instruction 5210.89, Minimum Security Standards for Safeguarding Biological Select Agents and Toxins (BSAT)
- Supports BSAT physical security, safety, and operations
- Implemented in addition to federal requirements for select agent registration and FBI security risk assessment
- Currently over 600 enrollees in the Army BPRP

Purpose

Tool for commanders/directors to make risk-based assessment decisions to ensure persons with access to BSAT meet high reliability standards.

The BPRP includes:

- Identifying BPRP positions
- Designating certifying officials
- Screening, evaluating, and certifying individuals
- Continuing evaluation
- Removing individuals from BPRP positions

BPRP Duties

- Routine unescorted access to BSAT
- Escort for other individuals not in the BPRP
- Control of direct access to BSAT (security guards)
- Issue means of access to BSAT (proximity cards, personal identification numbers, keys, lock combinations, biometric cards)
- Motor vehicle operator transporting BSAT (unless escorted)
- Responsible official or alternate

Certifying Officials and Reviewing Officials

- Commanders/directors appoint certifying officials
 - Certifying officials evaluate potentially disqualifying information (PDI) identified during initial screening and continuing evaluation
 - Certifying officials certify individuals into, and disqualify individuals out of, the BPRP
- Commanders/directors are reviewing officials
 - Reviewing officials review all disqualification decisions
 - Reviewing officials may monitor certification decisions

BPRP Qualifying Standards

- Mentally alert, stable, trustworthy, physically competent, free of unstable medical conditions
- Dependable, responsible, perform in approved manner
- Flexibility in adjusting to changes in working environment
- Good social adjustment
- Sound judgment in adverse or emergency situations
- Physical ability to perform required duties
- Positive attitude towards the BPRP

BPRP Disqualifying Standards

Mandatory disqualification

- Current diagnosis of drug/substance or alcohol dependence
- Drug/substance abuse within 5 years of initial interview
- Drug trafficking within 15 years of initial interview
- Drug/substance abuse while enrolled in the PRP
- Inability to meet safety requirements of the position

Other disqualification factors (certifying official judgment required)

- Alcohol-related incidents/alcohol abuse
- Drug/substance abuse more than 5 years before initial interview
- Medical conditions or treatment that: affect consciousness, judgment, concentration; increase risk from BSAT exposure; impair ability to wear protective equipment; or impair physical ability required for duties
- Suicide attempts or threats
- Inappropriate attitude, conduct, or behavior, including concealing or failing to report PDI

BPRP Screening Process

- DA Form 3180 as record of screening, certification, and removal from BPRP
- Initial interview
 - BPRP objectives, standards, processes, and obligations
 - Identify any disqualifying factors
- Personnel records screening
- Personnel security records screening
- Favorable and current personnel security investigation
- Medical evaluation by the competent medical authority (CMA)
- Drug test (see note)
- Certifying official evaluation, decision, briefing

Note: BPRP drug testing of federal civilians is suspended pending approval of test-designated positions

Continuing Evaluation

- Self reporting
- Peer and supervisor observation and reporting
- Evaluation of medical treatment and conditions by the CMA; annual CMA medical review or screening
- Periodic security reinvestigation
- Periodic drug testing (see note)

Note: BPRP drug testing of federal civilians is suspended pending approval of test-designated positions

Removal from BPRP Duties

- Medical restriction – when temporary medical condition may cause duty performance impairment
- Administrative restriction – when individual is absent from BPRP duties for a significant period of time
- Suspension
 - When reliability is suspect
 - During prolonged medical conditions
 - Provides time for further evaluation
 - Ultimately requires decision to reinstate or disqualify
- Disqualification
 - Individual is notified and provided opportunity to provide written explanation
 - Decision requires reviewing official approval
 - Disqualified individuals may later request requalification
- Administrative termination – when individual no longer performs BPRP duties

Lessons Learned

- The BPRP provides a framework for acknowledging personal accountability and the need to mitigate “insider threat” risks
- Training to produce effective certifying officials and competent medical authorities is essential
- Successful site implementation requires leadership support, dedicated oversight (“surety officer”), and adequate resources
- A review / evaluation / inspection process is critical to capture unanticipated implementation issues

QUESTIONS ?