


September 8, 2021

INFORMATION

MEMORANDUM FOR THE SECRETARY

FROM:

David P. Pekoske
Administrator



SUBJECT:

TSA Workforce Compensation Initiatives

Purpose: As requested in your June 3, 2021 Memorandum, *Supporting the TSA Workforce Through Improving the Transportation Security Officer Experience*, attached is TSA's plan to compensate TSA employees similar to other federal employees on the General Schedule should funding become available. This plan also details the resources required for implementing full collective bargaining, Merit Systems Protection Board (MSPB) appeal rights, and compensation changes.

Discussion: Consistent with the June 3, 2021 memorandum, TSA developed this plan to address agency-wide compensation issues, subject to the availability of appropriations, including:

1. Matching enterprise-wide minimum compensation levels for TSA pay bands with General Schedule pay grade counterparts;
2. Providing a clear pathway for pay progression for all employees, regardless of occupation, related to their TSA work experience;
3. Providing pay and career progression for Transportation Security Officers (TSOs) comparable to other similarly-situated operational positions within the Department; and
4. Ensuring that pay-setting associated with a transition to a new compensation framework credits an employee's service in their current pay band with TSA.

Historically, TSA employees have received limited pay progression primarily due to budget constraints. Though recent initiatives such as TSO Service Pay and TSO Career Progression have increased compensation, the increases still have not resulted in compensation levels comparable to the General Schedule. Extensive analysis of both the General Schedule and the Aviation and Transportation Security Act (ATSA) compensation systems determined that either would meet the needs and requirements to implement the workforce compensation levels we seek to achieve.

- Cost: TSA would require \$1,128,111,723 in the first year of implementation and \$7,928,008,552 over the FYHSP to implement this plan. This does not include support costs of \$171.4M which are covered in detail in Attachment B and generally described below.

- Implementation: TSA can implement pay changes within 60 days of the receipt of appropriations as recommended in the plan

Additionally, TSA is providing a resource estimate for successful implementation and maintenance of the two other workforce initiatives described in the June 3, 2021 memorandum: MSPB appeal rights for TSOs and broader labor and collective bargaining rights for TSOs that mirror those provided under title 5, U.S. Code.

- Costs: TSA requires 958 Full Time Equivalents (FTEs) and \$171.4M in recurring funds on an annualized basis, of which \$120.5M is for salary costs and \$50.9M is for Operations and Maintenance
- To have an effective implementation in FY22, TSA requires 479 FTE and \$108.6M in additional resources beyond what is provided for in the FY22 President's Budget Request.

Timeliness: Your memorandum of June 3, 2021 requires TSA to submit a plan to implement appropriate compensation measures should funding become available 90 days from the date of the memorandum.

Attachments:

- Attachment A: Plan to Implement Appropriate Compensation Measures for the TSA Workforce*
- Attachment B: Resources for Successful Implementation of TSA Workforce Initiatives*
- Appendix: TSA Pay Compensation*