



U.S. Department of Homeland Security
Transportation Security Administration
6595 Springfield Center Drive
Springfield, Virginia 20598

January 19, 2022

The Honorable Bennie Thompson
Chairman
Committee on Homeland Security
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Thompson:

The Transportation Security Administration (TSA) has reviewed the impact of H.R. 903, *Rights for the Transportation Security Administration Workforce Act of 2021*, that the House is considering. Our analysis indicates we will see many positive effects from this important legislation; the ability to achieve pay equity for our Transportation Security Officers (TSOs) chief among them.

TSA's analysis of the time-in-band conversion methodology in H.R. 903 projects that E-band TSOs will see an average base pay increase of 30 percent. In addition, most of the TSA workforce would experience significant increases as shown in the table below:

Current Pay Band	Average Percentage Base Pay Increase
E	30%
F	26%
G	31%
H	18%
I	19%
J	7%
K	3%
Entire TSO Workforce (E, F, and G bands)	30%
Entire Law Enforcement Workforce (primarily FAMS at the G, H, and I bands)	21%

Limited pay progression, due to budget constraints in recent years, has resulted in inequitable compensation for our workforce compared to our federal counterparts. It also has made recruiting increasingly difficult and resulted in relatively high attrition rates, particularly for TSOs. While TSA does have the ability to provide service pay to the TSO workforce, our current compensation system lacks regular, predicatable longevity pay similar to those found in nearly every other federal agency. As a result, 75 percent of current TSA employees are paid

less than the minimum pay associated with their General Schedule (GS) grade equivalent (Step 1); again, the TSO workforce is particularly affected by this issue.

Ensuring equitable pay for our employees' pay is funded appropriately is a critical step in positioning TSA for long-term success. Addressing this issue in a sustained, meaningful way will:

- Provide comparability and equity for TSA employees with their federal counterparts, such that experience and career progression are significantly valued.
- Address longstanding issues illustrated by TSA's low rankings in the areas of compensation on the Federal Employee Viewpoint Survey and on the "Best Places to Work in the Federal Government Rankings."
- Allow for long-term focus on career development to foster a workforce positioned for continued effective mission accomplishment.
- Provide longevity-based progression and facilitate movement through the GS for the entire TSA workforce.
- Credit employees for time in their current pay band when converting them to the appropriate step within the GS grade.

Over time, these steps may reduce the high levels of attrition in the TSO workforce as well.

Thank you for letting me share our analysis of the impact H.R. 903 would have on TSA workforce compensation. I appreciate your support of TSA employees and the critical work they do every day. If I may be of further assistance, please do not hesitate to contact me personally or our Legislative Affairs office at (571) 227-2717.

Sincerely,



David P. Pekoske
Administrator