



TSA MANAGEMENT DIRECTIVE No. 1100.53-4  
2008 PAY LIMITATIONS FOR TSA EMPLOYEES  
UNDER THE CORE COMPENSATION SYSTEM (NON-TSES)

*To enhance mission performance, TSA is committed to promoting a culture founded on its values of Integrity, Innovation and Team Spirit.*

*NOTE: Pursuant to Section 101 of the Aviation and Transportation Security Act (49 U.S. C. 114(n)), this directive establishes Transportation Security Administration (TSA) policy and supersedes the Federal Aviation Administration (FAA) orders, policies, guidance, and bulletins regarding Pay Limitations issued under the FAA Personnel Management System. This directive is TSA policy and must be applied accordingly.*

**REVISION:** This revised directive supersedes TSA MD 1100.53-4, *2007 Pay Limitations for TSA Employees Under the Core Compensation System (Non-TSES)*, dated January 11, 2007.

**SUMMARY OF CHANGES:** Throughout the document references to the 2007 calendar year and 2007 pay limitations have been updated to reflect the 2008 calendar year and 2008 pay limitations. Section 4, Definitions, has been revised to include a new definition. Section 7, Procedures, has been revised to reflect the dollar amount for 2008 pay limitations. The attached Pay Rates chart has been updated to reflect 2008 pay rates.

1. **PURPOSE:** This directive provides TSA policy and procedures regarding pay limitations for calendar year 2008. The 2008 pay limitations are reflected at the end of this directive.
2. **SCOPE:** This directive applies to all TSA employees covered by the TSA Core Compensation System; it does not cover employees of the Transportation Security Executive Service (TSES). This directive is applicable to personnel actions effected on or after January 6, 2008.
3. **AUTHORITIES:** Sections 101 and 111(d) of the Aviation and Transportation Security Act, Pub. L. 107-71 (ATSA), November 19, 2001 (49 U.S.C. §§ 114(n), 40122, 44935, and 44935 note)
4. **DEFINITIONS:**
  - A. **Core Compensation System:** TSA's compensation management program covering all non-TSES employees, which outlines the policies, procedures, and guidelines that TSA will use to determine the compensation of employees in those positions. Positions in the Core Compensation System are in pay plan SV.
  - B. **Locality Pay:** The locality-based comparability payment payable to employees covered by the Core Compensation System.
  - C. **Premium Pay:** Includes various types of pay that may be added to an employee's rate of basic pay – e.g., holiday pay, night pay, Sunday pay, overtime, law enforcement availability pay (LEAP), etc.
  - D. **Rate of Adjusted Pay:** The rate of basic pay and locality pay before any deductions.

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- E. Rate of Basic Pay: The rate of pay for the position held by the employee before any deductions. It includes a retained rate, but excludes additional pay of any kind, such as locality pay.

**5. RESPONSIBILITIES:**

- A. Management is responsible for applying this policy in making all pay-related decisions.
- B. The Office of Human Capital (OHC) is responsible for:
  - (1) Administering this policy; and
  - (2) Updating applicable pay limitations annually.

**6. POLICY:** TSA will adjust certain limitations on compensation annually, to the extent necessary, to maintain a highly qualified workforce necessary to support the mission of our organization.

**7. PROCEDURES:**

- A. **Basic Pay Limitation:** The annual payable basic pay for employees is limited to the 2008 rate of pay for Level IV of the Executive Schedule (currently \$149,000). Employees whose pay would otherwise exceed the basic pay limit are not entitled to any additional basic pay compensation, including any Comparability Equivalent Increase (CEI).
- B. **Adjusted Pay Limitation:** The annual payable combination of basic pay and locality pay (adjusted pay) is limited to the rate of pay for Level III of the Executive Schedule (currently \$158,500). Employees whose pay would otherwise exceed the adjusted pay limit are not entitled to any additional basic pay or locality pay, including any CEI or locality increase.
- C. **Biweekly Pay Limitation:** Employees may receive premium pay only to the extent that the payment does not cause biweekly basic and locality pay, when combined with premium pay, to exceed the greater of the GS-15/10 rate payable in the applicable locality area or the rate payable to Level V of the Executive Schedule (currently \$5,351.20).
- D. **Waiving the Biweekly Pay Limitation:** In certain situations involving the performance of work in connection with an emergency critical to the mission of the agency, the Assistant Secretary may waive the biweekly pay limitation. In those instances, employees may receive premium pay only to the extent the aggregate of adjusted pay and premium pay for the *calendar year* does not exceed the greater of the annual GS-15/10 rate payable in the applicable locality area or the annual rate payable to Level V of the Executive Schedule (currently \$139,600).
- E. **Annual Aggregate Compensation Limitation:**
  - (1) Employees may not receive any portion of any allowance, differential, bonus, award, incentive, or other similar payment in any calendar year, which when combined with the employee's adjusted pay would cause the employee's aggregate compensation (including

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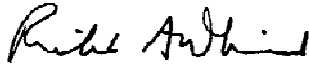
premium pay) to exceed the rate for Level I of the Executive Schedule (\$191,300) at the end of the calendar year.

- (2) Payment of a recruitment, relocation, or retention incentive is subject to this aggregate limitation on pay and, under most circumstances, may not exceed the rate payable for Level I of the Executive Schedule (\$191,300). However, in unique circumstances where services of an individual with highly specialized qualifications are required, the Assistant Administrator, OHC may waive this aggregate limitation and raise the aggregate limitation to an amount not to exceed \$250,000, but only for purposes of payment of a recruitment, relocation, or retention incentive. Excess payments that would cause an employee's total compensation to exceed the applicable aggregate limitation may be deferred and paid in a lump-sum payment at the beginning of the following calendar year.

F. 2008 Pay Rates: The attachment to this directive contains the biweekly pay limitation for each locality area, as well as the applicable annual rate that would be applied for Section 7D.

**8. EFFECTIVE DATE AND IMPLEMENTATION:** This policy is effective immediately upon signature.

**APPROVAL**



**1-30-08**

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Richard A. Whitford  
Assistant Administrator for Human Capital

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Date

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Distribution: Assistant Secretary, Deputy Assistant Secretary, Assistant Administrators, Office Directors, Area Directors, Federal Security Directors, Special Agents in Charge, and all TSA Affiliated Offices

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**ATTACHMENT**

**2008 Pay Rates**

<b>LOCALITY AREA</b>	<b>2008 BIWEEKLY PREMIUM PAY LIMIT</b> (As described in Section 7C of the directive)	<b>2008 APPLICABLE ANNUAL RATE</b> (As described in Section 7D of the directive)
ATLANTA-SANDY SPRINGS-GAINESVILLE, GEORGIA-ALABAMA	\$5,576.00	\$144,976.00
BOSTON-WORCESTER-MANCHESTER, MA-NHRI-ME	\$5,711.20	\$148,491.20
BUFFALO-NIAGARA-CATTARAUGUS, NY	\$5,484.00	\$142,584.00
CHICAGO-NAPERVILLE-MICHIGAN CITY, ILLINOIS-INDIANA- WISCONSIN	\$5,711.20	\$148,491.20
CINCINNATI-MIDDLETOWN-WILMINGTON, OHIO-KENTUCKY- INDIANA	\$5,598.40	\$145,558.40
CLEVELAND-AKRON-ELYRIA, OHIO	\$5,567.20	\$144,747.20
COLUMBUS-MARION-CHILLICOTHE, OHIO	\$5,504.80	\$143,124.80
DALLAS-FORT WORTH, TEXAS	\$5,644.80	\$146,764.80
DAYTON-SPRINGFIELD-GREENVILLE, OHIO	\$5,479.20	\$142,459.20
DENVER-AURORA-BOULDER, COLORADO	\$5,711.20	\$148,491.20
DETROIT-WARREN-FLINT, MICHIGAN	\$5,711.20	\$148,491.20
HARTFORD-WEST HARTFORD-WILLIMANTIC, CONNECTICUT- MASSACHUSETTS	\$5,711.20	\$148,491.20
HOUSTON-BAYTOWN-HUNTSVILLE, TEXAS	\$5,711.20	\$148,491.20
HUNTSVILLE-DECATUR, ALABAMA	\$5,430.40	\$141,190.40
INDIANAPOLIS-ANDERSON-COLUMBUS, INDIANA	\$5,396.00	\$140,296.00
LOS ANGELES-LONG BEACH-RIVERSIDE, CALIFORNIA	\$5,711.20	\$148,491.20
MIAMI-FORT LAUDERDALE-POMPANO BEACH, FLORIDA	\$5,662.40	\$147,222.40
MILWAUKEE-RACINE-WAUKESHA, WISCONSIN	\$5,548.80	\$144,268.80
MINNEAPOLIS-ST. PAUL-ST. CLOUD, MINNESOTA-WISCONSIN	\$5,677.60	\$147,617.60
NEW YORK-NEWARK-BRIDGEPORT, NEW YORK-NEW JERSEY- CONNECTICUT-PENNSYLVANIA	\$5,711.20	\$148,491.20
PHILADELPHIA-CAMDEN-VINELAND, PENNSYLVANIA-NEW JERSEY- DELAWARE-MARYLAND	\$5,711.20	\$148,491.20
PHOENIX-MESA-SCOTTSDALE, ARIZONA	\$5,454.40	\$141,814.40
PITTSBURGH-NEW CASTLE, PENNSYLVANIA	\$5,463.20	\$142,043.20
PORTLAND-VANCOUVER-BEAVERTON, OREGON-WASHINGTON	\$5,643.20	\$146,723.20
RALEIGH-DURHAM-CARY, NORTH CAROLINA	\$5,552.80	\$144,372.80
RICHMOND, VIRGINIA	\$5,485.60	\$142,625.60
SACRAMENTO-ARDEN-ARCADE-YUBA CITY, CALIFORNIA-NEVADA	\$5,711.20	\$148,491.20
SAN DIEGO-CARLSBAD-SAN MARCOS, CALIFORNIA	\$5,711.20	\$148,491.20
SAN JOSE-SAN FRANCISCO-OAKLAND, CALIFORNIA	\$5,711.20	\$148,491.20
SEATTLE-TACOMA-OLYMPIA, WASHINGTON	\$5,692.80	\$148,012.80
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DISTRICT OF COLUMBIA-MARYLAND-PENNSYLVANIA-VIRGINIA-WEST VIRGINIA	\$5,711.20	\$148,491.20
REST OF UNITED STATES (Consisting of the portions of the continental United States not located within another locality pay area.)	\$5,380.00	\$139,880.00
OUTSIDE CONTINENTAL UNITED STATES	\$5,351.20	\$139,131.20