



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, *2008 Pay Limitations for TSA Employees Under the Core Compensation System (Non-TSES)*, dated January 30, 2008.

SUMMARY OF CHANGES: References to specific dollar value pay limits that change annually (mainly Section 7) were incorporated into a TSA handbook.

1. **PURPOSE:** This directive provides TSA policy and procedures regarding pay limitations.
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 the first day of the first full pay period in the calendar year.
3. **AUTHORITIES:** The Aviation and Transportation Security Act, Pub. L. 107-71 (ATSA)
4. **DEFINITIONS:** See [TSA Handbook on Pay Limitations for TSA Employees Covered Under the Core Compensation System](#).
5. **RESPONSIBILITIES:**
 - A. Management is responsible for applying this policy in making all pay-related decisions.
 - B. The Office of Human Capital is responsible for:
 - (1) Administering this policy; and
 - (2) Updating applicable pay limitations annually.
6. **POLICY:**
 - A. 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.
 - B. The annual basic pay for employees is limited to the rate of pay for Level IV of the Executive Schedule, and the annual adjusted pay (basic pay plus locality pay) is limited to the rate of pay for Level III of the Executive Schedule.

7. **PROCEDURES:** See [TSA Handbook on Pay Limitations for TSA Employees Under the Core Compensation System](#).
8. **EFFECTIVE DATE AND IMPLEMENTATION:** This policy is effective immediately upon signature.

APPROVAL

Signed

3/23/2009

Richard A. Whitford
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Date

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