

ATO Pay System

FAA Personnel Reform

FAA Personnel Management System

- In April 1996, Congress passed Public Law 104-264, amending Title 49 Subtitle VII of the United States Code.
- Section 40122 of Title 49 exempted the FAA from the vast majority of the provisions of Title 5, which provides personnel and human resource laws applicable to most other government employees.



FAA Personnel Reform

- By law, the FAA was mandated to develop its own personnel system.
- In doing this, Congress mandated the FAA to negotiate the implementation of this system with its unions.
- As a result, the FAA was required to negotiate pay with its unions for the first time.
- Blessing or Curse?
- Title 5, Chapter 71 classification restrictions still in place.

Core Comp

Pay system based on “private sector principles”

Pay bands based on market rates

Performance based pay increases

- OSI – based on Organizational Success Increase as determined by the administrator.
- SCI – Superior Contribution Increase to individual employees based on performance.
 - This was funded by what would have been budgeted for within-grade (step) increases in the GS system.

Core Comp Pay Bands

- Technical Workforce 2022 Pay Bands:

G	H
\$47,813–\$74,116	\$57,442–\$89,039
I	J
\$69,902–\$107,083	\$85,294–\$132,230

Free market principle – employees could be hired anywhere within the band.

Bands adjust based on a “market survey” conducted by the FAA administrator.

2000 Collective Bargaining Agreement

- Strong incentives to move to Core Comp
 - Pay system converted from FG (GS) to core comp
 - ATRA 4.1% roll in.
 - 5.5% increase over 5 years for technical workforce (2000–2004).
 - \$500 bonus for non-technical workforce.
 - OSI – Organizational Success Increase.
 - SCI – Superior Contribution Increase to individual employees based on performance.

2000 Collective Bargaining Agreement

Converted from FG to Core Comp

Within Grade Increase Buyout

- Formula that considered the percentage WIG earned with normal WIG amount.
- From this point, good-bye to WIGs.
- No cap on employees at the top of the band.
- 6,100 staffing agreement
- Promotion = minimum of band or 1%–16% (A lot of management discretion)

2012 Collective Bargaining Agreement

- Let's fix some stuff and an interesting deal.
 - 1.6% in June guaranteed, bye-bye SCI and OSI (move towards objectivity).
 - Pay bands would be adjusted based on the annual presidential increase instead of the administrator's market survey (move toward objectivity).
 - Journey level = 8% or 4.75% above H band (Removed management discretion).
 - No longer receive pay adjustments to employees over top of the band.
 - Moves toward more objectivity.

2012 Collective Bargaining Agreement

- And this deal....
 - H band in series 2101, 856, 802, or 334 and achieved journey-level status on or after October 1, 2003, but prior to October 4, 2014, receive 4.75% in pay.
 - Why? After much litigation to recover the information, it was revealed that Administrator Marion Blakey failed to adjust pay bands for a number of years, in spite of market surveys supporting adjustments.
 - This created some leverage for pay.

2017 Collective Bargaining Agreement

Because of feedback from PASS members on pay concerns, PASS was the only FAA union to open a contract in 2017. Not an optimal political environment but we tried. FAA took a very hard line on not increasing any salary costs.

- The age of pay disparity
 - Hiring at different salaries resulted in a career of disparity.
 - Over the years, pay increases targeting certain employees exacerbated pay disparity.

2017 Collective Bargaining Agreement

Extend the CBA and grab something on the way out the door – good thing because those executive orders were around the corner.

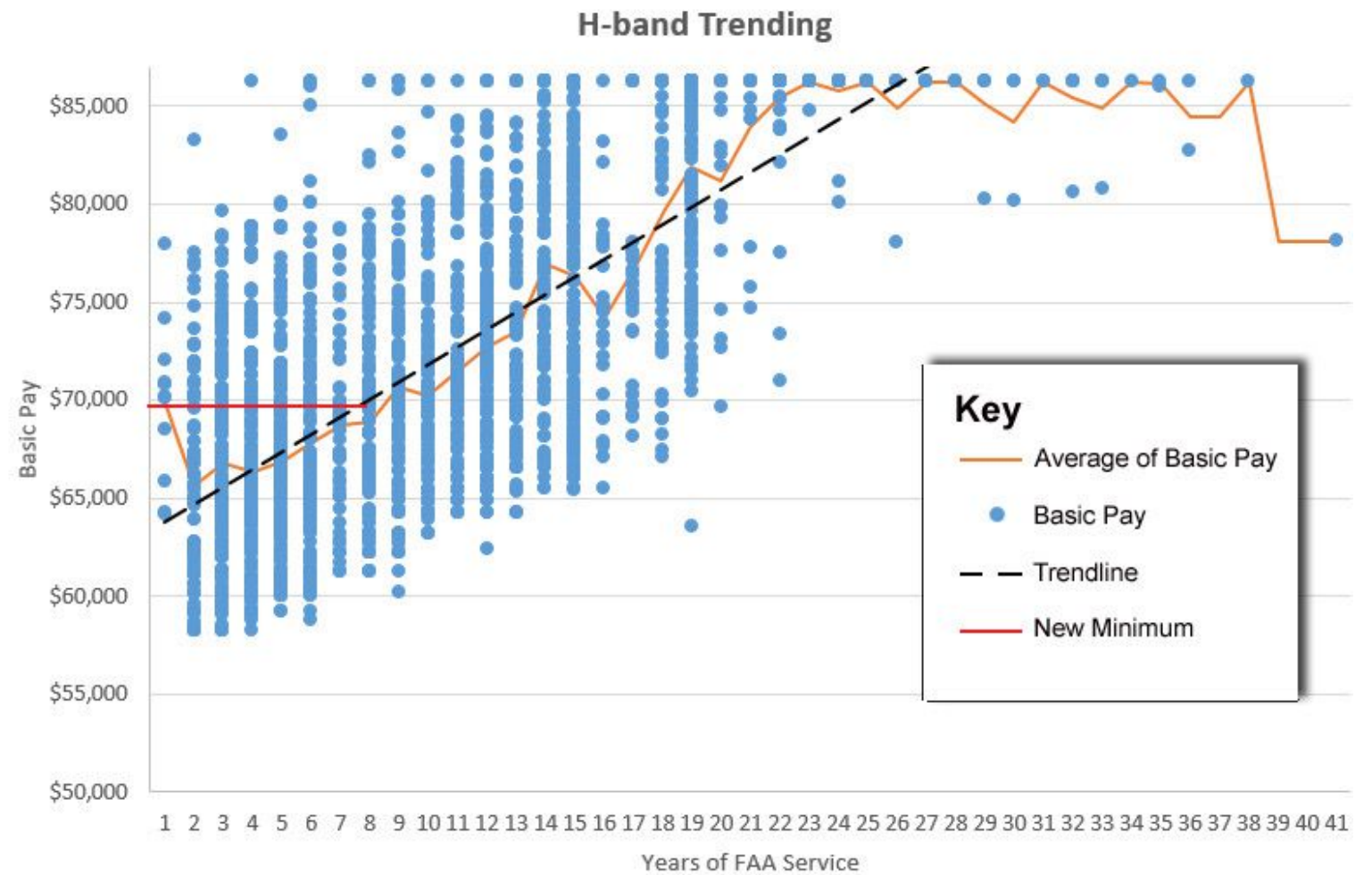
In-position increases guaranteed for 5% of workforce.

- Added criteria of employee's length of service and salary position within the pay band. This allowed for some money to go toward resolving pay disparity.
- Almost all who received got a 6% increase.

2021 Pay Settlement

- The settlement changes the basic structure of the Core Comp pay system for 2101 employees.
- Background: PASS continued to raise concerns with regards to the pay system. Agency issued a memo that standardized pay setting of 2101 series employees.
- The memo meant the H-band salary of most new employees would be higher than current employees with 1–5 years experience.
- PASS filed a national grievance contending that the pay system was inherently not fair and equitable, and the memo perpetuated pay disparity.

Pay Equity



2021 Pay Settlement

- The base pay of Series 2101 ATSS employees in the F, G, H, I and J band will be set consistent with the following minimum amounts:

Minimum Base Pay for Series 2101:

- F band \$59,924.00
- G band \$64,718.00
- H band \$69,895.00
- I band \$75,487.00
- J band Band Minimum

The figures will be adjusted (normally on an annual basis in January of each year) by the same percentage as the corresponding pay band. This is a significant structural change.

2021 Settlement Agreement

Set base pay based on date of entry; one time adjustment

2021 \$69,895.00

2020 \$69,895.00

2019 \$69,895.00

2018 \$69,895.00

2017 \$69,895.00

2016 \$69,895.00

2015 \$69,895.00

2014 \$69,895.00

2013 \$70,024.00

2012 \$70,916.00

2011 \$71,808.00

2021 Settlement Agreement

2010 \$72,700.00

2009 \$73,592.00

2008 \$74,484.00

2007 \$75,376.00

2006 \$76,268.00

2005 \$77,160.00

2004 \$78,053.00

2003 \$78,945.00

2002 \$79,837.00

2001 \$80,729.00

2021 Settlement Agreement

2000 \$81,621.00

1999 \$82,513.00

1998 \$83,405.00

1997 \$84,297.00

1996 \$85,189.00

1995 \$86,081.00

1994 \$86,973.00

1993 \$87,122.00

2021 Pay Settlement

- To dilute some of the cost, the 5% IPI applies only to non-2101 Series employees.
- H band \$69,895.00 compares to GS Grade 12, Step 2 \$68,373 (this is a significant improvement on the 4.75% above H band rule from 2012).
- This was a significant deal as it established starting salaries and adjusted the pay of current employees.
- Major step toward pay equitability.

Future

- Our goal will be to protect and build on this success.
- Achieve structural and systemic changes in other bands and series that solidify pay equity.

