

# FAA PAY SYSTEMS



## 3 "WHITE COLLAR" PAY SYSTEMS

- General Schedule GS/FG system
- Core Compensation with Valuing Performance
- Negotiated Core Compensation Hybrid/Plus Plan

## REGION 5 PAY SYSTEMS

- PASS represented Mission Support Services (MSS) employees in the Service Centers and Aeronautical Information Services fall under the FG pay plan.
- PASS represented Flight Program Operations (AJF) employees fall under the FG pay plan. Series 2181 Pilots are in special pay categories negotiated by PASS.
- PASS represented Air Traffic (AJT) employees fall of the negotiated Core Compensation hybrid plan.

## OVERVIEW OF GS/FG PLAN

- Classified pay system where each employee is classified under a series/position and grade and step.
- Employees are placed in a grade
- Employees can move up the “steps” of the grade based on satisfactory performance and longevity (Employees can also receive quality step increases (QSIs) as part of awards system.)
- Locality payments are assigned to the GS scale based on your geographic location

## PAY INCREASES IN GS/FG SYSTEM

2 main types of pay increases in the GS/FG System:

1) Employees typically receive an annual cost of living adjustment in January of each year based on what Congress passes, or is determined by the President under Federal Employee Comparability Act of 1990. Locality is also normally adjusted as well.

II) Employees receive base pay adjustments when they receive step increases based on an employee's anniversary date.

## GS/FG STEP INCREASES

- Takes one year to get to Steps 2, 3, and 4
- Takes 2 years each to get to Steps 5, 6, and 7
- Takes 3 years each to get to Steps 8, 9, and 10
- The dollar amount of each step increase is the same for each step in a certain grade.
- The percentage of each step increase is a little lower with each step increase.

**SALARY TABLE 2017-GS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE**  
**EFFECTIVE JANUARY 2017**

*Annual Rates by Grade and Step*

Grade	1 Year Step 1	1 Year Step 2	1 Year Step 3	2 Years Step 4	2 Years Step 5	2 Years Step 6	3 Years Step 7	3 Years Step 8	3 Years Step 9	Indef. Step 10	WITHIN GRADE AMOUNTS
1	\$ 18,526	\$ 19,146	\$ 19,762	\$ 20,375	\$ 20,991	\$ 21,351	\$ 21,960	\$ 22,575	\$ 22,599	\$ 23,171	VARIES
2	20,829	21,325	22,015	22,599	22,853	23,525	24,197	24,869	25,541	26,213	VARIES
3	22,727	23,485	24,243	25,001	25,759	26,517	27,275	28,033	28,791	29,549	758
4	25,514	26,364	27,214	28,064	28,914	29,764	30,614	31,464	32,314	33,164	850
5	28,545	29,497	30,449	31,401	32,353	33,305	34,257	35,209	36,161	37,113	952
6	31,819	32,880	33,941	35,002	36,063	37,124	38,185	39,246	40,307	41,368	1,061
7	35,359	36,538	37,717	38,896	40,075	41,254	42,433	43,612	44,791	45,970	1,179
8	39,159	40,464	41,769	43,074	44,379	45,684	46,989	48,294	49,599	50,904	1,305
9	43,251	44,693	46,135	47,577	49,019	50,461	51,903	53,345	54,787	56,229	1,442
10	47,630	49,218	50,806	52,394	53,982	55,570	57,158	58,746	60,334	61,922	1,588
11	52,329	54,073	55,817	57,561	59,305	61,049	62,793	64,537	66,281	68,025	1,744
12	62,722	64,813	66,904	68,995	71,086	73,177	75,268	77,359	79,450	81,541	2,091
13	74,584	77,070	79,556	82,042	84,528	87,014	89,500	91,986	94,472	96,958	2,486
14	88,136	91,074	94,012	96,950	99,888	102,826	105,764	108,702	111,640	114,578	2,938
15	103,672	107,128	110,584	114,040	117,496	120,952	124,408	127,864	131,320	134,776	3,456

3.33%	3.22%	3.12%	3.03%	2.94%	2.85%	2.77%			2.63%
3.33%	3.22%	3.12%	1.51%	1.47%	1.42%	.92%	2.70%	.9%	.87%

\* It takes 18 years to move from Step 1 to Step 10.

\*\* The percentage increases at each step, added together, amount to 29.15%. If you divide that amount by 18, it is 1.61%.

# CORE COMPENSATION

- The FAA developed the FAA Core Compensation system in response to the 1996 FAA personnel reform. The law gave the Administrator authority to develop a new personnel system.
- Core compensation is based on pay bands instead of grades and steps.
- Pay banding has been championed by some on the basis it is more like the private sector, allows managers more flexibility in setting pay, makes it easier to reward high performing employees, and can help with recruiting and retention.
- Core Compensation is often described as a “pay for performance” system that is designed to lead to better productivity.



## PASS AND CORE COMP

- Once the Agency developed the Core Compensation pay system, it was aggressive in attempting to get its bargaining unit employees (outside of air traffic) into the system.
- The Agency developed a separate pay system for air traffic controllers that is also based on pay banding instead of grades/steps. It is different because bands are assigned based on how busy and complex an air traffic control facility is.
- PASS Tech Ops bargaining unit got rolled into Core Comp as part of the negotiations associated with the 2000 Collective Bargaining Agreement. This included using Organizational Success Increases (OSIs) and Superior Contribution Increases (SCIs) in lieu of step increases used in GS/FG.

## PASS AND CORE COMP

- Employees who are in Aeronautical Information Services and employees who are in flight program operations were in a separate organization and under a separate CBA. They were never negotiated into Core Compensation. 2012 CBA clarified that anybody in MSS and AJF remain in FG.
- Employees in AVS (Flight Standards and Aircraft Certification) were caught up in litigation and were never negotiated into Core Compensation. CBA retains FG as pay system.

## IMPORTANT DEFINITIONS

- Base Pay – an employee's annual rate of pay without locality pay factored in.
- Adjusted Base pay – an employee's annual rate of pay with locality factored in.
- Basic pay- for purposes of the PASS CBA, it means the same as Base pay. In some agency policies, base pay is defined as with locality while basic pay is defined as with locality.

## 2022 GS SCALE (NO LOCALITY)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	\$ 20,172	\$ 20,849	\$ 21,519	\$ 22,187	\$ 22,857	\$ 23,249	\$ 23,913	\$ 24,581	\$ 24,608	\$ 25,234	VARIES
2	22,682	23,222	23,973	24,608	24,886	25,618	26,350	27,082	27,814	28,546	VARIES
3	24,749	25,574	26,399	27,224	28,049	28,874	29,699	30,524	31,349	32,174	825
4	27,782	28,708	29,634	30,560	31,486	32,412	33,338	34,264	35,190	36,116	926
5	31,083	32,119	33,155	34,191	35,227	36,263	37,299	38,335	39,371	40,407	1,036
6	34,649	35,804	36,959	38,114	39,269	40,424	41,579	42,734	43,889	45,044	1,155
7	38,503	39,786	41,069	42,352	43,635	44,918	46,201	47,484	48,767	50,050	1,283
8	42,641	44,062	45,483	46,904	48,325	49,746	51,167	52,588	54,009	55,430	1,421
9	47,097	48,667	50,237	51,807	53,377	54,947	56,517	58,087	59,657	61,227	1,570
10	51,864	53,593	55,322	57,051	58,780	60,509	62,238	63,967	65,696	67,425	1,729
11	56,983	58,882	60,781	62,680	64,579	66,478	68,377	70,276	72,175	74,074	1,899
12	68,299	70,576	72,853	75,130	77,407	79,684	81,961	84,238	86,515	88,792	2,277
13	81,216	83,923	86,630	89,337	92,044	94,751	97,458	100,165	102,872	105,579	2,707
14	95,973	99,172	102,371	105,570	108,769	111,968	115,167	118,366	121,565	124,764	3,199
15	112,890	116,653	120,416	124,179	127,942	131,705	135,468	139,231	142,994	146,757	3,763

## 2022 CORE COMPENSATION PAY BANDS (NO LOCALITY)

E	F	G	H	I	J
\$36,974	\$41,235	\$47,813	\$57,442	\$69,092	\$85,294
\$55,461	\$61,855	\$74,116	\$89,039	\$107,083	\$132,230

<b>Pay Band</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
<b>Minimum</b>	<b>\$36,974</b>	<b>\$41,235</b>	<b>\$47,813</b>	<b>\$57,442</b>	<b>\$69,092</b>
<b>Maximum</b>	<b>\$55,461</b>	<b>\$61,855</b>	<b>\$74,116</b>	<b>\$89,039</b>	<b>\$107,083</b>
<b>Minimum w/loc</b>					
<b>Maximum w/loc</b>					
<b><i>Clerical Support</i></b>	<b>Level 3</b>				
	FG-7/8				
		<b>Mgr. 1</b>	<b>Mgr. 2</b>		
<b><i>Admin. Support</i></b>	<b>Level 2</b>	<b>Level 3</b>			
	FG-7/8	FG-9/10			
			<b>Mgr. 1</b>	<b>Mgr. 2</b>	
			FG-8 & below	FG-9 & above	
<b><i>Technical Support</i></b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>		
	FG-5/6	FG-7/8	FG-9-11		
				<b>Mgr. 1</b>	<b>Mgr. 2</b>
				FG-11 & below	FG-12 & above
<b><i>Para-Professional</i></b>		<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	
		FG-7-9	FG-10/11	FG-12/13	
					<b>Mgr. 1</b>
					FG-13 & below
<b><i>Professional</i></b>		<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>
		FG-5-9	FG-10/11	FG-12	FG-13
					<b>Mgr. 1</b>
					FG-13 & below
<b><i>Technical</i></b>			<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
			FG-5-9	FG-10-12	FG-13

## PAY BAND PRINCIPLES

- Under HRPB 2.2C – the mid point of each band is supposed to be determined using market data to ensure competitiveness.
- The Office of Human Resource Management is supposed to conduct an update of the market survey data each year to determine whether the pay bands should be adjusted.
- The FAA looks at the aviation and aerospace industries to assess competitiveness in pay
- Under Article 124 Section 6 – Pay bands are adjusted same percentage as Presidential increase; Administrator can move them higher than that.

# JOB DOCUMENTATION

- Replaced the Positions Descriptions used in GS system
- Includes:
  1. Series (2101, 856, 802, 334 etc.)
  2. Job Categories. (Professional, Technical, Specialized)
  3. Career Level (1-5)
- This is the information about your position that determines your assignment to a pay band. For example, a series 2101 (which falls in specialized job category) and is assigned a Level 3, is assigned to H pay band.



## PAY INCREASES “PRESIDENTIAL RAISE”

- All FAA employees normally receive a general wage increase each January. It is often referred to as the “Presidential Increase”
- The Presidential increase is applied to all federal employees. This is determined by the Congress through legislation, or the President under the Federal Pay Comparability Act of 1990 (5 USC 5332(a) and 5 USC 5303).
- In the recent past, the Presidential has been implemented as a mix of base pay and increases in locality pay.

## LENGTH OF SERVICE/PERFORMANCE INCREASES

- These increases have different names depending on the pay system.
  1. In the GS system, these are “Step increases” which are tied to an employee’s anniversary.
  2. Under Agency policy, these increases used to be called Organizational Success Increase (OSI) and Superior Contribution Increase (SCI). Those concepts are now built into the Valuing Performance Plan, which is combined up with the January increase.
  3. Under the PASS CBA, these increases are provided as a 1.6% increase in June of each year.

## CURRENT CBA PAY PLAN ARTICLE 124

- Per Section 1, Flight Inspection Services and Mission Support Services remain in GS/FG pay system. Wage grade employees remain in WG system.
- Per Section 4b, employees receive the Presidential provided to other feds. If an employee is above the band maximum, the employee receives a lump sum (affects some Tech Ops employees).
- Section 4c, employees receive a 1.6% increase each June. If an employee is near or at the top of the band, the employee may receive some or all of the increase as a lump sum.

## IN-POSITION INCREASES (IPI)

- Section 10 a. provides that the Agency will grant IPIs to 5% of the employees
- MSS and AJF not eligible because they are not in the Core Comp and IPIs do not pertain to FG.
- PASS and the FAA signed a settlement agreement that changed the 5% calculation to only apply to employees outside of Series 2101 employees.

## PREMIUM PAYS AND DIFFERENTIALS

- Holidays –Article 124, Section 11(k);Article 38
- Night differential Article 124, Section 11(k);
- Sunday premium pay Article 124, Section 11(k)
- Employee in Charge (EIC) pay Article 124, Section 11(k);Article 51
- NAS In Charge (NIC) pay Article 124, Section 11(k);Article 51
- On-the-Job Training (OJT) Article 124, Section 11(k);Article 91
- Compensated Telephone Availability (CTA) Article 124, Section 11(L);Article 49