

Date: December 31, 2009
To: TSA Employees
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Subject: 1100.5 – January 2010 Pay Programs

This broadcast announces TSA's pay programs that are effective January 2010.

Comparability Equivalent Increase, Pay Band Adjustment, and Locality Pay

On December 16, 2009, the President signed an Executive Order authorizing the annual civilian Federal pay increase. As a result, most employees covered by TSA's Core Compensation System will receive a 1.5 percent Comparability Equivalent Increase (CEI). The CEI is an increase to basic pay.

TSA will continue to use the U.S. Office of Personnel Management locality rates, which will increase by an average of 0.5 percent. Both of these adjustments are effective January 3, 2010, and will be reflected in employees' January 28, 2010, Statements of Earnings and Leave.

TSA's pay bands will be adjusted by 1.5 percent – that is, the minimum and maximum pay rates of each pay band will be increased by 1.5 percent. Details on the new pay bands can be found on the TSA iShare (Human Capital Policy – Human Resources Letters and Bulletins Guidance: [2010 Pay Bands](#)).

In summary, non-Transportation Security Executive Service (TSES) employees who joined TSA as of January 3, 2010, will receive an estimated total increase of 2.0 percent (the 1.5 percent CEI, plus an average 0.5 percent locality increase).

For members of the TSES who were approved by the 2009 Performance Review Board to receive pay adjustments, the adjustments will be effective January 3, 2010. TSES members are not eligible for locality adjustments.

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