




Pay Briefing

PRESENTED BY:

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Agenda

- Pay Band History
 - Pay vs. Inflation
 - Article 108
 - Calculating Pay Increases
 - Moving Forward
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Pay Reclassification

- ATCS were paid IAW the GS 10-14 prior to October 1, 1998
 - All ARTCCs were GS 14s
 - All other facilities were assigned a GS 10-14 band by the FAA
 - Steps 2-4: 1 year each to achieve
 - Steps 5-7: 2 years each to achieve
 - Steps 8-10: 3 years each to achieve
 - Not based on complexity or traffic volume
 - Not negotiated
- On October 1, 1998 the present 10-tier AT pay band system to effect
 - Negotiations started in 1992 with NATCA
 - First time NATCA negotiated pay
 - Based on traffic complexity and volume

Pay Scales -- GS vs ATSP

Salary Table 2024-RUS
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 16.82%
For the Locality Pay Area of Rest of U.S.
Total Increase: 4.99%
Effective January 2024

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,684	\$ 26,546	\$ 27,399	\$ 28,251	\$ 29,102	\$ 29,601	\$ 30,447	\$ 31,298	\$ 31,332	\$ 32,128
2	28,880	29,567	30,524	31,332	31,686	32,618	33,551	34,483	35,415	36,347
3	31,512	32,562	33,613	34,663	35,713	36,763	37,813	38,864	39,914	40,964
4	35,373	36,552	37,731	38,909	40,088	41,267	42,445	43,624	44,803	45,982
5	39,576	40,895	42,214	43,533	44,852	46,171	47,490	48,809	50,127	51,446
6	44,117	45,588	47,059	48,529	50,000	51,471	52,942	54,412	55,883	57,354
7	49,025	50,659	52,293	53,928	55,562	57,196	58,831	60,465	62,099	63,733
8	54,292	56,102	57,911	59,721	61,530	63,340	65,149	66,959	68,768	70,578
9	59,966	61,965	63,964	65,962	67,961	69,960	71,959	73,958	75,956	77,955
10	66,036	68,237	70,438	72,639	74,840	77,040	79,241	81,442	83,643	85,844
11	72,553	74,972	77,390	79,808	82,226	84,644	87,062	89,481	91,899	94,317
12	86,962	89,860	92,759	95,657	98,555	101,453	104,352	107,250	110,148	113,047
13	103,409	106,856	110,304	113,751	117,198	120,646	124,093	127,541	130,988	134,435
14	122,198	126,272	130,345	134,419	138,492	142,566	146,639	150,713	154,787	158,860
15	143,736	148,527	153,318	158,109	162,900	167,690	172,481	177,272	182,063	186,854

ATSP Pay Bands, effective January 14, 2024												
- including locality pay												
Career Level	Code	Dx	Ex	Fx	Gx	Hx	Ix	Jx	Kx	Lx	Rest of Unit	
											16.82%	
ATC Level		4	5	6	7	8	9	10	11	12		
CPC/TM/CT/MS	xH	Maximum	\$93,888	\$106,965	\$117,757	\$130,121	\$143,787	\$158,879	\$182,713	\$192,302	\$201,920	
		Minimum	\$60,540	\$78,938	\$87,220	\$96,387	\$106,500	\$117,688	\$135,344	\$142,444	\$149,570	
D3	xG	Maximum	\$69,549	\$78,938	\$87,220	\$96,387	\$106,500	\$117,688	\$135,344	\$142,444	\$149,570	
		Minimum	\$65,534	\$72,573	\$78,793	\$85,663	\$93,253	\$101,639	\$114,877	\$120,205	\$125,549	
D2	xF	Maximum	N/A	N/A	\$78,793	\$85,663	\$93,253	\$101,639	\$114,877	\$120,205	\$125,549	
		Minimum	N/A	N/A	\$70,354	\$74,936	\$79,995	\$85,584	\$94,412	\$97,965	\$101,530	
D1	xD	Maximum	N/A	N/A	N/A	\$74,936	\$79,995	\$85,584	\$94,412	\$97,965	\$101,530	
		Minimum	N/A	N/A	N/A	\$64,209	\$66,740	\$69,537	\$73,951	\$76,723	\$77,505	
AG	xC		\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	

Note: Pay rates for FAA employees, including locality pay, are capped by law at \$221,000 — the rate for level II of the Executive Schedule (P.L. 104-264 paragraph 4(1)(2) c).

10	66,036	68,237	70,438	72,639	74,840	77,040	79,241	81,442	83,643	85,844
11	72,553	74,972	77,390	79,808	82,226	84,644	87,062	89,481	91,899	94,317
12	86,962	89,860	92,759	95,657	98,555	101,453	104,352	107,250	110,148	113,047
13	103,409	106,856	110,304	113,751	117,198	120,646	124,093	127,541	130,988	134,435
14	122,198	126,272	130,345	134,419	138,492	142,566	146,639	150,713	154,787	158,860

Year 3 GS Scale:
 GS 10 Step 3 = \$70,438
 GS 14 Step 3 = \$130,345

		ATC Level	4	5	6	7	8	9	10	11	12
Career Level											
CPC/TMC/TMS	xH	Maximum	\$93,888	\$106,565	\$117,757	\$130,121	\$143,787	\$158,879	\$182,713	\$192,302	\$201,920
		Minimum	\$69,549	\$78,938	\$87,229	\$96,387	\$106,509	\$117,688	\$135,344	\$142,444	\$149,570

Year 3 with 1.6% CBA Length of Service:
 Level 4 = \$71,792
 Level 10 = \$139,710

ATSP Pay Bands, Jan 2007												
											Rest of US	12.64%
		Code	Dx	Ex	Fx	Gx	Hx	Ix	Jx	Kx	Lx	
		ATC Level	4	5	6	7	8	9	10	11	12	
Career Level												
CPC/TMC/TMS	xH	Maximum	\$56,376	\$56,376	\$64,881	\$70,569	\$79,073	\$87,916	\$96,420	\$109,204	\$117,709	
		Minimum	\$41,902	\$41,902	\$50,406	\$51,026	\$59,530	\$62,177	\$70,682	\$75,919	\$84,424	
D3	xG	Maximum	\$41,902	\$41,902	\$50,406	\$51,026	\$59,530	\$62,177	\$70,682	\$75,919	\$84,424	
		Minimum	\$40,353	\$40,353	\$46,732	\$47,196	\$53,575	\$55,560	\$61,938	\$65,866	\$72,245	
D2	xF	Maximum	N/A	N/A	\$46,732	\$47,196	\$53,575	\$55,560	\$61,938	\$65,866	\$72,245	
		Minimum	N/A	N/A	\$43,057	\$43,366	\$47,619	\$48,942	\$53,194	\$55,813	\$60,065	
D1	xD	Maximum	N/A	N/A	N/A	N/A	N/A	\$48,942	\$53,194	\$55,813	\$60,065	
		Minimum	N/A	N/A	N/A	N/A	N/A	\$42,324	\$44,451	\$45,760	\$47,887	
AG	xC		\$35,707	\$35,707	\$35,707	\$35,707	\$35,707	\$35,707	\$35,707	\$35,707	\$35,707	

ATSP Pay Bands, effective January 14, 2024												
											Rest of Unit	16.82%
		Code	Dx	Ex	Fx	Gx	Hx	Ix	Jx	Kx	Lx	
		ATC Level	4	5	6	7	8	9	10	11	12	
Career Level												
CPC/TMC/TMS	xH	Maximum	\$93,888	\$106,565	\$117,757	\$130,121	\$143,797	\$158,079	\$182,713	\$192,302	\$201,920	
		Minimum	\$69,549	\$78,938	\$87,229	\$96,387	\$106,509	\$117,688	\$135,344	\$142,444	\$149,570	
D3	xG	Maximum	\$69,549	\$78,938	\$87,229	\$96,387	\$106,509	\$117,688	\$135,344	\$142,444	\$149,570	
		Minimum	\$65,534	\$72,573	\$78,793	\$85,663	\$93,253	\$101,639	\$114,877	\$120,205	\$125,549	
D2	xF	Maximum	N/A	N/A	\$78,793	\$85,663	\$93,253	\$101,639	\$114,877	\$120,205	\$125,549	
		Minimum	N/A	N/A	\$70,354	\$74,936	\$79,955	\$85,584	\$94,412	\$97,965	\$101,530	
D1	xD	Maximum	N/A	N/A	N/A	\$74,936	\$79,955	\$85,584	\$94,412	\$97,965	\$101,530	
		Minimum	N/A	N/A	N/A	\$64,209	\$66,740	\$69,537	\$73,951	\$75,723	\$77,505	
AG	xC		\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	\$53,483	

Note: Pay rates for FAA employees, including locality pay, are capped by law at \$221,900 — the rate for level II of the Executive Schedule (P.L. 104-264 paragraph 40122 c).

Pay Scales – White Book vs. Slate Book

White Book Pay “Today”



Level 6 White Book Pay – Rest of US Localtiy					
Year	Basic Pay	Federal Raise	New Basic	Locality	Base Pay
2007	\$44,750.00	1	\$44,750.00	1.1264	\$50,406.40
2008	\$44,750.00	1.025	\$45,868.75	1.1291	\$51,790.41
2009	\$45,868.75	1.029	\$47,198.94	1.1386	\$53,740.72
2010	\$47,198.94	1.015	\$47,906.93	1.1416	\$54,690.55
2011	\$47,906.93	1	\$47,906.93	1.1416	\$54,690.55
2012	\$47,906.93	1	\$47,906.93	1.1416	\$54,690.55
2013	\$47,906.93	1	\$47,906.93	1.1416	\$54,690.55
2014	\$47,906.93	1.01	\$48,386.00	1.1416	\$55,237.45
2015	\$48,386.00	1.01	\$48,869.86	1.1416	\$55,789.83
2016	\$48,869.86	1.01	\$49,358.56	1.1435	\$56,441.51
2017	\$49,358.56	1.01	\$49,852.14	1.1506	\$57,359.87
2018	\$49,852.14	1.014	\$50,550.07	1.1537	\$58,319.62
2019	\$50,550.07	1.014	\$51,257.77	1.1567	\$59,289.87
2020	\$51,257.77	1.026	\$52,590.47	1.1595	\$60,978.65
2021	\$52,590.47	1.01	\$53,116.38	1.1595	\$61,588.44
2022	\$53,116.38	1.0298	\$54,699.25	1.162	\$63,560.53
2023	\$54,699.25	1.0487	\$57,363.10	1.165	\$66,828.01
2024	\$57,363.10	1.0537	\$60,443.50	1.1682	\$70,610.10

Level 6



Level 8 White Book Pay -- Rest of US Locality					
Year	Basic Pay	Federal Raise	New Basic	Locality	Base Pay
2007	\$52,850.00	1	\$52,850.00	1.1264	\$59,530.24
2008	\$52,850.00	1.025	\$54,171.25	1.1291	\$61,164.76
2009	\$54,171.25	1.029	\$55,742.22	1.1386	\$63,468.09
2010	\$55,742.22	1.015	\$56,578.35	1.1416	\$64,589.84
2011	\$56,578.35	1	\$56,578.35	1.1416	\$64,589.84
2012	\$56,578.35	1	\$56,578.35	1.1416	\$64,589.84
2013	\$56,578.35	1	\$56,578.35	1.1416	\$64,589.84
2014	\$56,578.35	1.01	\$57,144.13	1.1416	\$65,235.74
2015	\$57,144.13	1.01	\$57,715.57	1.1416	\$65,888.10
2016	\$57,715.57	1.01	\$58,292.73	1.1435	\$66,657.74
2017	\$58,292.73	1.01	\$58,875.66	1.1506	\$67,742.33
2018	\$58,875.66	1.014	\$59,699.92	1.1537	\$68,875.79
2019	\$59,699.92	1.014	\$60,535.72	1.1567	\$70,021.66
2020	\$60,535.72	1.026	\$62,109.64	1.1595	\$72,016.13
2021	\$62,109.64	1.01	\$62,730.74	1.1595	\$72,736.29
2022	\$62,730.74	1.0298	\$64,600.12	1.162	\$75,065.34
2023	\$64,600.12	1.0487	\$67,746.14	1.165	\$78,924.26
2024	\$67,746.14	1.0537	\$71,384.11	1.1682	\$83,390.92

Level 8

Level 10 White Book Pay -- Rest of US Localtiy					
Year	Basic Pay	Federal Raise	New Basic	Locality	Base Pay
2007	\$62,750.00	1	\$62,750.00	1.1264	\$70,681.60
2008	\$62,750.00	1.025	\$64,318.75	1.1291	\$72,622.30
2009	\$64,318.75	1.029	\$66,183.99	1.1386	\$75,357.10
2010	\$66,183.99	1.015	\$67,176.75	1.1416	\$76,688.98
2011	\$67,176.75	1	\$67,176.75	1.1416	\$76,688.98
2012	\$67,176.75	1	\$67,176.75	1.1416	\$76,688.98
2013	\$67,176.75	1	\$67,176.75	1.1416	\$76,688.98
2014	\$67,176.75	1.01	\$67,848.52	1.1416	\$77,455.87
2015	\$67,848.52	1.01	\$68,527.01	1.1416	\$78,230.43
2016	\$68,527.01	1.01	\$69,212.28	1.1435	\$79,144.24
2017	\$69,212.28	1.01	\$69,904.40	1.1506	\$80,432.00
2018	\$69,904.40	1.014	\$70,883.06	1.1537	\$81,777.79
2019	\$70,883.06	1.014	\$71,875.42	1.1567	\$83,138.30
2020	\$71,875.42	1.026	\$73,744.18	1.1595	\$85,506.38
2021	\$73,744.18	1.01	\$74,481.63	1.1595	\$86,361.45
2022	\$74,481.63	1.0298	\$76,701.18	1.162	\$89,126.77
2023	\$76,701.18	1.0487	\$80,436.53	1.165	\$93,708.55
2024	\$80,436.53	1.0537	\$84,755.97	1.1682	\$99,011.92

Level 10



Level 12 White Book Pay -- Rest of US Localitiy					
Year	Basic Pay	Federal Raise	New Basic	Locality	Base Pay
2007	\$74,950.00	1	\$74,950.00	1.1264	\$84,423.68
2008	\$74,950.00	1.025	\$76,823.75	1.1291	\$86,741.70
2009	\$76,823.75	1.029	\$79,051.64	1.1386	\$90,008.20
2010	\$79,051.64	1.015	\$80,237.41	1.1416	\$91,599.03
2011	\$80,237.41	1	\$80,237.41	1.1416	\$91,599.03
2012	\$80,237.41	1	\$80,237.41	1.1416	\$91,599.03
2013	\$80,237.41	1	\$80,237.41	1.1416	\$91,599.03
2014	\$80,237.41	1.01	\$81,039.79	1.1416	\$92,515.02
2015	\$81,039.79	1.01	\$81,850.19	1.1416	\$93,440.17
2016	\$81,850.19	1.01	\$82,668.69	1.1435	\$94,531.64
2017	\$82,668.69	1.01	\$83,495.37	1.1506	\$96,069.78
2018	\$83,495.37	1.014	\$84,664.31	1.1537	\$97,677.21
2019	\$84,664.31	1.014	\$85,849.61	1.1567	\$99,302.24
2020	\$85,849.61	1.026	\$88,081.70	1.1595	\$102,130.73
2021	\$88,081.70	1.01	\$88,962.52	1.1595	\$103,152.04
2022	\$88,962.52	1.0298	\$91,613.60	1.162	\$106,455.00
2023	\$91,613.60	1.0487	\$96,075.18	1.165	\$111,927.59
2024	\$96,075.18	1.0537	\$101,234.42	1.1682	\$118,262.05

Level 12

Pay Raises vs. Inflation

Crimson Book and State Book Raises							
	Federal Raise		Length of Service		Total Raise	Inflation	
	Rate	Compound	Rate	Compound		Rate	Compound
2024	4.70%	25.36%	1.60%	32.20%	57.56%	3.10%	46.63%
2023	4.10%	19.73%	1.60%	30.12%	49.85%	3.40%	42.22%
2022	2.20%	15.01%	1.60%	28.07%	43.08%	6.50%	37.55%
2021	1.00%	12.54%	1.60%	26.05%	38.59%	7.00%	29.15%
2020	2.60%	11.42%	1.60%	24.07%	35.49%	1.40%	20.70%
2019	1.40%	8.60%	1.60%	22.11%	30.71%	2.30%	19.04%
2018	1.40%	7.10%	1.60%	20.19%	27.29%	1.90%	16.36%
2017	1.00%	5.62%	1.60%	18.30%	23.92%	2.10%	14.19%
2016	1.00%	4.58%	1.60%	16.44%	21.01%	2.10%	11.84%
2015	1.00%	3.54%	1.60%	14.60%	18.14%	0.70%	9.54%
2014	1.00%	2.52%	1.60%	12.80%	15.31%	0.80%	8.78%
2013	0.00%	1.50%	1.60%	11.02%	12.52%	1.50%	7.92%
2012	0.00%	1.50%	3.00%	9.27%	10.77%	1.70%	6.32%
2011	0.00%	1.50%	3.00%	6.09%	7.59%	3.00%	4.55%
2010	1.50%	1.50%	3.00%	3.00%	4.50%	1.50%	2.60%

Inflation Data Courtesy of US Bureau of Labor Statistics

Article 108 – Not everything you need to know

- Terms:
 - Base Pay – Employee’s pay rate including applicable Locality Pay adjustment in effect.
 - Basic Pay – Employee’s pay rate excluding applicable Locality Pay adjustment in effect.
- Section 5. New Hire/New Entrant/Re-Entrant Pay Setting
 - Military or DOD Civilian controller w/ 52 weeks consecutive experience – pay set at lowest developmental band
 - When an employee qualifies for 1 or more category pay will be set to the maximum benefit of the employee

Article 108

- Section 6. Developmental Pay Setting
 - Progression to the next developmental band or CPC pay band will be the minimum of the next pay band or a 6% increase to Basic Pay, whichever is greater.
- Section 7. Transfer Pay Setting

Facility Pay Level		Increase (whichever is greater)
From	To	
FPL-4 through 10	FPL-4 through 10	6%* or CPC Band Minimum
FPL-4 through 10	FPL-11 through 12	8%* or CPC Band Minimum
FPL-11	FPL-12	6%* or CPC Band Minimum

*Cannot exceed the new facility's CPC band maximum.

Article 108

- Section 10. Facility Pay Level Increase
 - 6% increase in Basic Pay for each level up to the new pay band maximum or new pay band minimum whichever is greater
 - CPC-ITs will receive a 6% increase up to the pay band maximum and receive 50% of the transfer pay on certification

Article 108

- Section 11. Facility Pay Level Decrease
 - ATC Facility Pay Level Retention: Employees assigned and transfers whose selection has been approved at the service area will save pay for 2 years at the higher pay band
 - Pay Retention: At the completion of ATC FPL Retention if the employee's Basic Pay is within the new band, their pay remains unchanged. If their Basic Pay exceed the band maximum they will receive 50% of the annual increase (IAW with Article 108 Section 9a) to their basic pay and the other 50% as a lump sum payment
 - Basic Pay increases even if at band maximum with pay retention

Article 111 - Pay Administration

- The “Lost” Pay Article

ARTICLE 111 PAY ADMINISTRATION

Section 1. Promotions to positions within the unit, including those resulting from facility classification changes, increases in Facility Pay Level(s), employee transfers, and developmental pay progressions, shall be effective the next calendar day after the employee becomes fully eligible.

Section 2. When an employee becomes entitled to two (2) or more pay changes at the same time, the changes shall be effected in the order that gives him/her the maximum benefit.

Calculating Pay Increases

- Calculating a 6% pay increase

Base Pay – \$100,000

Locality – 15%

$100,000 / 1.15 = 86,957$ (Basic Pay)

$86,957 * 1.06 = 92,174$ (New Basic Pay)

$92,174 * 1.15 = 106,000$

New Base Pay = \$106,000

Definitions:

- Base Pay – Employee's pay rate **including** applicable Locality Pay adjustment in effect.

- Basic Pay – Employee's pay rate **excluding** applicable Locality Pay adjustment in effect.