



**TSA MANAGEMENT DIRECTIVE No. 1100.53-4  
PAY LIMITATIONS FOR TSA EMPLOYEES UNDER  
THE CORE COMPENSATION SYSTEM (NON-TSES)**

*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 and all related Handbooks, Attachments, and Appendices, establish Transportation Security Administration (TSA) policy must be applied accordingly.*

**REVISION:** This revised directive supersedes TSA MD 1100.53-4, *Pay Limitations for TSA Employees Under the Core Compensation System (Non-TSES)*, dated February 21, 2014, effective January 12, 2014.

**SUMMARY OF CHANGES:** Section 8, Effective Date and Implementation, updated

- 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 may 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 maximum rate of pay for Level 2 of the TSES Salary Ranges.

**TSA MANAGEMENT DIRECTIVE No. 1100.53-4  
PAY LIMITATIONS FOR TSA EMPLOYEES UNDER  
THE CORE COMPENSATION SYSTEM (NON-TSES)**

7. **PROCEDURES:** See [TSA Handbook on Pay Limitations for TSA Employees Under the Core Compensation System](#).
8. **APPROVAL AND EFFECTIVE DATE:** This policy is approved and effective the date of signature unless otherwise specified.

**APPROVAL**

*Signed*

January 15, 2015

\_\_\_\_\_  
Karen Shelton Waters  
Assistant Administrator for Human Capital

\_\_\_\_\_  
Date

**EFFECTIVE**

\_\_\_\_\_  
Date

Distribution: Assistant Administrators and equivalent positions, Regional Directors, Federal Security Directors, Supervisory Air Marshals in Charge, Business Management Division Directors, Human Resource Specialists

Point-of-Contact: HRAccess Helpdesk: [HelpDesk@mailserver-hraccess.tsa.dhs.gov](mailto:HelpDesk@mailserver-hraccess.tsa.dhs.gov)