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### PASS 2008 Final Rating Thresholds

The below *2008 Final Rating Thresholds* illustrate, by position and function, the PASS point ranges for each Final Rating Level and the percentage of the population that achieved each level.

NOTE: Bonus points cannot raise an employee more than one Final Rating Level. An employee's bonus points (i.e., Career Plan and/or Collateral Duty bonus points) may only escalate him/her one Final Rating Level, even if the final point total itself would indicate the employee should be raised more than one level.

#### 1. TSO / LTSO / STI Dual Function and Single Function Passenger Rating Thresholds:

|         | <b>Point Range:</b> | <b>% of Population</b> |
|---------|---------------------|------------------------|
| Level 5 | 86 points and above | 16.73%                 |
| Level 4 | 76 to 85.9 points   | 31.85%                 |
| Level 3 | 67 to 75.9 points   | 26.73%                 |
| Level 2 | 36 to 66.9 points   | 24.62%                 |
| Level 1 | Less than 36 points | 0.07%                  |

#### 2. TSO / LTSO / STI Single Function Baggage Rating Thresholds:

|         | <b>Point Range:</b>  | <b>% of Population</b> |
|---------|----------------------|------------------------|
| Level 5 | 100 points and above | 18.96%                 |
| Level 4 | 92 to 99.9 points    | 31.37%                 |
| Level 3 | 83 to 91.9 points    | 27.52%                 |
| Level 2 | 36 to 82.9 points    | 22.13%                 |
| Level 1 | Less than 36 points  | 0.02%                  |

#### 3. STSO Dual Function and Single Function Passenger Rating Thresholds:

|         | <b>Point Range:</b> | <b>% of Population</b> |
|---------|---------------------|------------------------|
| Level 5 | 93 points and above | 16.88%                 |
| Level 4 | 86 to 92.9 points   | 33.61%                 |
| Level 3 | 78 to 85.9 points   | 26.81%                 |
| Level 2 | 36 to 77.9 points   | 22.70%                 |
| Level 1 | Less than 36 points | 0%                     |

#### 4. STSO Single Function Baggage Rating Thresholds:

|         | <b>Point Range:</b>  | <b>% of Population</b> |
|---------|----------------------|------------------------|
| Level 5 | 100 points and above | 30.49%                 |
| Level 4 | 94 to 99.9 points    | 29.00%                 |
| Level 3 | 85 to 93.9 points    | 26.87%                 |
| Level 2 | 36 to 84.9 points    | 13.65%                 |
| Level 1 | Less than 36 points  | 0%                     |

#### 5. TSM Rating Thresholds:

|         | <b>Point Range:</b>  | <b>% of Population</b> |
|---------|----------------------|------------------------|
| Level 5 | 100 points and above | 28.10%                 |
| Level 4 | 93 to 99.9 points    | 24.21%                 |
| Level 3 | 83 to 92.9 points    | 26.43%                 |
| Level 2 | 33 to 82.9 points    | 21.26%                 |
| Level 1 | Less than 33 points  | 0%                     |

#### 6. SPP TSM Rating Thresholds:

|         | <b>Point Range:</b> | <b>% of Population</b> |
|---------|---------------------|------------------------|
| Level 5 | 98 points and above | 17.39%                 |
| Level 4 | 85 to 97.9 points   | 30.43%                 |
| Level 3 | 76 to 84.9 points   | 26.09%                 |
| Level 2 | 33 to 75.9 points   | 26.09%                 |
| Level 1 | Less than 33 points | 0%                     |

#### PASS Final Rating Levels

We used an analytic approach to determine Final Rating Levels. Thresholds were determined based on natural point clusters, as well as consistent, fair, and reasonable employee distributions across all PASS-covered positions and functions.

The table below summarizes 2008 PASS pay increase and performance bonus amounts using the *average* employee distribution for each Final Rating Level:

| <b>Performance Level / Payout Level</b> | <b>Average Employee Distribution</b> | <b>Increase to Base Salary</b> | <b>One-Time Lump Sum PASS Performance Bonus</b> |
|-----------------------------------------|--------------------------------------|--------------------------------|-------------------------------------------------|
| Level 5                                 | 17.38%                               | 4.0%                           | \$2,500                                         |
| Level 4                                 | 31.78%                               | 2.0%                           | \$1,500                                         |
| Level 3                                 | 26.83%                               | 1.0%                           | \$1,000                                         |
| Level 2                                 | 23.95%                               | 0%                             | \$500                                           |
| Level 1                                 | 0.05%                                | 0%                             | \$0                                             |

## PASS 2008 Payout Details

The PASS pay increase is based on an employee's base pay (excluding locality pay) as of September 30, 2008. Please note that PASS-covered employees are not eligible to receive any Transportation Success Increase (TSI) that may be approved by TSA leadership.

In addition to these PASS pay increases, employees will also receive the 2009 cost of living increase, which will be announced in a separate communication.

Eligible employees earning less than the maximum of their pay band who receive a PASS pay increase will notice an adjustment to their base salary up to the maximum of their pay band. If the increase to base salary exceeds the maximum of their pay band, the dollar amount exceeding the pay band maximum will be paid to the employee as a one-time lump sum payment.

While the pay pool for 2008 performance will ensure that PASS-covered employees are properly recognized for their hard work and outstanding achievements, there is no guarantee that all PASS-covered employees will receive a payout amount equal to or greater than their 2007 performance payout. In addition, due to the unpredictability of current and future budget levels, the overall funding level should not be viewed as a guarantee of future pay pool levels.

### Special Bonuses

In addition to the above payouts, additional one-time lump sum PASS bonuses will be paid to high performing Dual Function Officers and to Officers with high performing image detection capabilities:

| <b>Performance Level / Payout Level</b> | <b>Dual Function Officer Bonus</b> | <b>High Performing Image Proficiency Bonus</b> |
|-----------------------------------------|------------------------------------|------------------------------------------------|
| Tier 3                                  | \$600                              | -----                                          |
| Tier 2                                  | \$450                              | \$1,500                                        |
| Tier 1                                  | \$300                              | \$750                                          |

The eligibility criteria for the Dual Function Officer (DFO) Bonus and the High Performing Image Proficiency (HPIP) Bonus for the PASS 2008 performance period are also listed below.

Below are the eligibility criteria for the DFO Bonus and the HPIP Bonus.

#### 1. Dual Function Officer Bonus

*Eligibility Criteria:*

- Officer successfully qualified on one Image Mastery Assessment (IMA), on either the 1<sup>st</sup> or 2<sup>nd</sup> attempt.
- Officer successfully qualified on the following combination of Practical Skills Evaluation (PSE) assessments, on either the 1<sup>st</sup> or 2<sup>nd</sup> attempt:

- 2 Hand Held Metal Detector evaluations (HHMD 1 and HHMD 2)
  - 1 Full Body Pat Down (FBPD) evaluation
  - 1 Three-Bag Test (3BT) evaluation
  - 2 Physical Bag Search (PBS) evaluations (Passenger PBS 1 **and** Baggage PBS 1)
- Officer did not convert to Single Function Baggage due to receiving a Does Not Meets Standards rating (i.e., received 0 points) on a Technical Proficiency assessment during the PASS 2008 performance period.
  - Officer's PASS 2008 form must be in "Submitted" status **or** "Not Eligible" due to Military Leave.
  - Officer did not "opt out" of PASS 2008 (i.e., PASS 2008 form is not in the "Not Eligible" status).
  - Officer must have been a TSA employee, and received their initial certification, by January 1, 2008.

*DFO Bonus Tiers:*

Qualifying Officers will receive one DFO bonus based on the highest level Tier in which they qualify:

- Tier 1: Officers who qualified on the IMA and all PSEs on either their 1<sup>st</sup> or 2<sup>nd</sup> attempt. Employees are not eligible for the DFO bonus if they qualified on an assessment on the 3<sup>rd</sup> attempt (i.e., received 0 points on an assessment). This includes Officers who on some assessments required one attempt and on other assessments required two attempts to qualify.
- Tier 2: Officers who qualified on the IMA and all PSEs on their 1<sup>st</sup> attempt.
- Tier 3: Officers who received 6.67 points or higher (4.17 points or higher for STSOs) on the IMA and all PSEs on their 1<sup>st</sup> attempt.

## **2. High Performing Image Proficiency Bonus**

*Eligibility Criteria:*

- Officer received 6.67 points or higher (4.17 points or higher for STSOs) on the IMA on their 1<sup>st</sup> attempt.
- Officer did not convert to Single Function Baggage due to receiving a Does Not Meets Standards rating (i.e., received 0 points) on a Technical Proficiency assessment during the PASS 2008 performance period.
- Officer's PASS 2008 form must be in "Submitted" status **or** "Not Eligible" due to Military Leave.
- Officer did not "opt out" of PASS 2008 (i.e., PASS 2008 form is not in "Not Eligible" status).

- Officer must have been a TSA employee, and received their initial certification, by January 1, 2008.

*HPIP Bonus Tiers:*

Qualifying Officers will receive one HPIP bonus based on the highest level Tier in which they qualify:

- Tier 1: Officers who received 6.67 points (4.17 points or higher for STSOs) on the IMA on their 1<sup>st</sup> attempt.
- Tier 2: Officers who received 10 points (6.25 points for STSOs) on the IMA on their 1<sup>st</sup> attempt.

**PASS Payout Schedule**

PASS 2008 payouts will be conducted in distinct rounds. Employees who had a PASS 2008 Final Rating by November 14, 2008, will be included in Round 1 of the PASS payouts. All other employees will be processed in a future round.

The effective date of the Round 1 payouts has not yet been determined. Additional information regarding the PASS 2008 payout schedule is forthcoming.