

Date: January 11, 2019
To: All TSA Employees
From: David P. Pekoske
Administrator
Subject: 100 – Message from the Administrator: Thank You for Your Commitment

As you are aware, due to the continued lapse in funding, most employees will not receive a Pay Period 26 check on time. I understand the amount of stress this situation poses on you and your families and am truly grateful for the dedication you have demonstrated over the past few weeks. I know the traveling public, industry, and stakeholders feel the same way.

I committed to you that TSA leadership is doing whatever possible to support you to the best of our ability. To that end, we have determined that we have the legal and financial ability to pay the workforce for work conducted on Saturday, December 22nd, the first day of the funding lapse, and the last day of Pay Period 25. The prior pay issued for Pay Period 25 did not include compensation for that Saturday. Those payments have been processed and will appear in the accounts of employees who worked that day, by no later than Tuesday. The amount you receive depends upon the number of hours you worked. Human Capital will follow up with more details, and your leadership team will be equipped to provide you with additional information.

In addition, I have approved awards of \$500 for each uniformed screening officer in recognition of their hard work getting through a very busy holiday season. Our officers screened an estimated 41 million passengers over the period leading into Christmas and into the New Year, a 6% increase over that same time period last year; all during this unique time and while maintaining the high level of security we provide at airports across the nation. The financial compensation attached to this award is being paid with specific funds whose authorization has not lapsed. I am able to do this because awards are a regular part of the uniformed screening workforce compensation structure. This will also begin our transition to issuing performance awards to the uniformed screening workforce periodically through the year, rather than only once at the end of the year. These recognition awards should appear in your accounts in the next few days. I'm able to issue these awards by using unexpired funds in specific TSA accounts, due to TSA's unique authorization.

While I fully realize this is not what you are owed for your work during pay period 26 and what you deserve, I hope these actions alleviate some of the financial hardship many of you are facing. Every TSA employee, from the frontline to headquarters, and at every level, has performed superbly. We will continue to communicate with you frequently during this period of uncertainty. And we will continue to identify ways in which we can best support you. I thank you again for your commitment to the TSA mission..

David P. Pekoske