

Date: January 25, 2019
To: All TSA Employees
From: David P. Pekoske
Administrator
Subject: 100 – Message from the Administrator: Continued Commitment

Following up on my email Wednesday about transit and parking benefits, I'd like to announce further steps we are able to take to support our workforce. I know it has been a difficult time for all of us, and yet I continue to see unparalleled commitment and service across TSA. I see individuals and communities coming together to assist those who need it. Travelers are offering words of gratitude, and organizations are providing food and other provisions.

Throughout it all, I also know that you – the TSA officers screening 2 million travelers per day, Federal Air Marshals flying more than 2.5 million miles a day, as well as our inspectors, canine handlers, intelligence and vetting professionals and more – all are coming together, working to keep our transportation systems secure, here and abroad.

Last year I outlined three strategic priorities for our agency, one of which is commit to our people. Accordingly, your leadership team has focused on finding ways in which we can provide support and financial relief to those employees who are working during this shutdown, within existing legal and financial parameters.

Challenging circumstances force us to make challenging decisions. I fully recognize that anything short of a full paycheck is a partial measure, and in no way compensates you for the financial burden many of you are experiencing. My goal is to get all of the TSA workforce paid, however, at this juncture that is not possible. Our leadership team has determined that we can make certain financial payments to some of our workforce, based on what we are able to execute within existing financial and legal constraints. I have outlined these initiatives below:

- Most employees at the I-band and below who worked in an exempted status during Pay Period 26 will receive a partial payment for that pay period. While we understand that pro-rated taxes and full deductions will still be taken from these partial payments, and we are incurring some level of risk in terms of following payroll processing should an appropriations come to pass,

I made this decision keeping in mind that any level of financial support is badly needed now.

- For the FAMs, while we assessed that we did not have the ability to reprogram enough carry-over funds in the FAMs account to provide a meaningful partial payroll payment, which would have been our preferred option, we have determined that we are able to issue the 2018 performance awards for LE/FAMS personnel at the I band level and below. I anticipate that these performance awards will appear in the employees accounts starting Saturday, January 26 and no later than Tuesday, January 29.
- In addition, we continue to receive guidance from DHS on coverage of employee benefits and other matters that may impact you. Please see <https://hraccess.tsa.dhs.gov> for the most up to date information pertaining to the furlough.

While we are all uncertain as to when the lapse in funding will end, as I said previously, whenever funding is restored, pay and travel reimbursement processing will be our highest priority.

I share the inevitable frustration that this lapse in appropriations creates. There is no doubt that it is a tough time for everyone. Right now, the whole world is watching how we respond. Let's continue to show them our commitment to the nation's security – Not On Our Watch.

You are not in this alone.

Thank you,

A handwritten signature in black ink that reads "David P. Rebocke". The signature is written in a cursive, slightly slanted style.