

TA Annual Pay Increase above Current Book

Technicians, GSE Technicians, Facilities Technicians, Welder Technicians, Machinist Technicians, Flame Spray Technicians, Plater Technicians, and Airport Communication Technicians									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current†	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$29.99	\$36.10	\$36.90	\$62,379	\$75,088	\$76,752	\$12,709	\$14,373
1	2	\$33.94	\$39.41	\$40.31	\$70,595	\$81,973	\$83,845	\$11,378	\$13,250
2	3	\$35.88	\$41.51	\$42.48	\$74,630	\$86,341	\$88,358	\$11,710	\$13,728
3	4	\$36.37	\$42.03	\$43.01	\$75,650	\$87,422	\$89,461	\$11,773	\$13,811
4	5	\$37.55	\$43.31	\$44.33	\$78,104	\$90,085	\$92,206	\$11,981	\$14,102
5	6	\$40.08	\$46.04	\$47.14	\$83,366	\$95,763	\$98,051	\$12,397	\$14,685
6	7	\$42.61	\$48.77	\$49.95	\$88,629	\$101,442	\$103,896	\$12,813	\$15,267
7	8	\$47.91	\$54.50	\$55.85	\$99,653	\$113,360	\$116,168	\$13,707	\$16,515
8	9	\$52.31	\$59.25	\$60.75	\$108,805	\$123,240	\$126,360	\$14,435	\$17,555
9	9	\$52.71	\$59.65	\$61.15	\$109,637	\$124,072	\$127,192	\$14,435	\$17,555
10	9	\$52.91	\$59.85	\$61.35	\$110,053	\$124,488	\$127,608	\$14,435	\$17,555
11	9	\$53.11	\$60.05	\$61.55	\$110,469	\$124,904	\$128,024	\$14,435	\$17,555
12+	9	\$53.31	\$60.25	\$61.75	\$110,885	\$125,320	\$128,440	\$14,435	\$17,555

* All-in Hourly Rate includes the Basic scale rate, A&P Licenses Premium (current \$5.25 => TA \$8.50), Line Premium (\$1.00), and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

† TA Annual Inc above Current is the difference between the Current annual pay less the TA annual pay.

Lead Technicians and Inspectors									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$54.98	\$62.26	\$63.84	\$114,358	\$129,501	\$132,787	\$15,142	\$18,429
12+	1	\$55.98	\$63.26	\$64.84	\$116,438	\$131,581	\$134,867	\$15,142	\$18,429

* All-in Hourly Rate includes the Basic scale rate, A&P Licenses Premium (current \$5.25 => TA \$8.50), Line Premium (\$1.00), and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

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Flight Simulator Technicians									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
1st 6 mos	1	\$53.43	\$59.83	\$61.34	\$111,127	\$124,446	\$127,587	\$13,320	\$16,460
6 mos +	2	\$54.50	\$61.03	\$62.57	\$113,357	\$126,942	\$130,146	\$13,586	\$16,789
12+	2	\$55.50	\$62.03	\$63.57	\$115,437	\$129,022	\$132,226	\$13,586	\$16,789

* All-in Hourly Rate includes the Basic scale rate, Line Premium (\$1.00), and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

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Lead Technicians and Inspectors									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$57.27	\$64.13	\$65.75	\$119,122	\$133,390	\$136,760	\$14,269	\$17,638
12+	1	\$58.27	\$65.13	\$66.75	\$121,202	\$135,470	\$138,840	\$14,269	\$17,638

* All-in Hourly Rate includes the Basic scale rate and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

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Staff Engineers									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current†	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$42.40	\$46.82	\$48.01	\$88,192	\$97,388	\$99,854	\$9,196	\$11,662
1	2	\$46.79	\$51.66	\$52.97	\$97,323	\$107,461	\$110,182	\$10,138	\$12,859
2	3	\$51.20	\$56.53	\$57.96	\$106,496	\$117,579	\$120,556	\$11,083	\$14,060
3	4	\$55.58	\$61.37	\$62.93	\$115,606	\$127,653	\$130,885	\$12,047	\$15,278
4	5	\$56.14	\$61.99	\$63.56	\$116,771	\$128,933	\$132,198	\$12,162	\$15,426
5	6	\$56.97	\$62.90	\$64.50	\$118,498	\$130,838	\$134,150	\$12,340	\$15,653
6	7	\$57.51	\$63.50	\$65.10	\$119,621	\$132,070	\$135,414	\$12,450	\$15,793
7	8	\$58.34	\$64.41	\$66.04	\$121,347	\$133,980	\$137,371	\$12,632	\$16,024
8	9	\$58.89	\$65.03	\$66.67	\$122,491	\$135,257	\$138,681	\$12,766	\$16,190
9	9	\$59.29	\$65.43	\$67.07	\$123,323	\$136,089	\$139,513	\$12,766	\$16,190
10	9	\$59.49	\$65.63	\$67.27	\$123,739	\$136,505	\$139,929	\$12,766	\$16,190
11	9	\$59.69	\$65.83	\$67.47	\$124,155	\$136,921	\$140,345	\$12,766	\$16,190
12+	9	\$59.89	\$66.03	\$67.67	\$124,571	\$137,337	\$140,761	\$12,766	\$16,190

* All-in Hourly Rate includes the Basic scale rate and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

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TA Annual Pay Increase above Current Book

Senior Staff Engineers									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$61.09	\$67.03	\$68.72	\$127,067	\$139,422	\$142,938	\$12,355	\$15,870
12+	1	\$62.09	\$68.03	\$69.72	\$129,147	\$141,502	\$145,018	\$12,355	\$15,870

* All-in Hourly Rate includes the Basic scale rate and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

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Avionics Shop Technicians									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
1st 6 mos	1	\$52.46	\$58.35	\$59.92	\$109,117	\$121,368	\$124,634	\$12,251	\$15,517
6 mos +	2	\$53.51	\$59.48	\$61.09	\$111,301	\$123,718	\$127,067	\$12,418	\$15,766
12+	2	\$54.51	\$60.48	\$62.09	\$113,381	\$125,798	\$129,147	\$12,418	\$15,766

* All-in Hourly Rate includes the Basic scale rate and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

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Lead Avionics Shop Technicians									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$56.24	\$62.50	\$64.19	\$116,979	\$130,000	\$133,515	\$13,021	\$16,536
12+	1	\$57.24	\$63.50	\$65.19	\$119,059	\$132,080	\$135,595	\$13,021	\$16,536

* All-in Hourly Rate includes the Basic scale rate, FCC Premium (current \$4.00 => TA \$6.00) and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

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Metrologists									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
1st 3 mos	1	\$54.10	\$61.26	\$62.85	\$112,528	\$127,421	\$130,728	\$14,893	\$18,200
Next 6 mos	2	\$54.47	\$61.66	\$63.26	\$113,298	\$128,253	\$131,581	\$14,955	\$18,283
Next 6 mos	3	\$54.94	\$62.17	\$63.79	\$114,275	\$129,314	\$132,683	\$15,038	\$18,408
Thereafter	4	\$55.66	\$62.95	\$64.59	\$115,773	\$130,936	\$134,347	\$15,163	\$18,574
12+	4	\$56.66	\$63.95	\$65.59	\$117,853	\$133,016	\$136,427	\$15,163	\$18,574

* All-in Hourly Rate includes the Basic scale rate, Machinist premium (current \$5.25 => TA \$8.50), and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

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Utility Specialists									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current†	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$18.75	\$20.18	\$20.76	\$39,000	\$41,974	\$43,181	\$2,974	\$4,181
1	2	\$20.89	\$22.49	\$23.13	\$43,451	\$46,779	\$48,110	\$3,328	\$4,659
2	3	\$22.38	\$24.10	\$24.80	\$46,550	\$50,128	\$51,584	\$3,578	\$5,034
3	4	\$24.02	\$25.87	\$26.62	\$49,962	\$53,810	\$55,370	\$3,848	\$5,408
4	5	\$25.75	\$27.74	\$28.54	\$53,560	\$57,699	\$59,363	\$4,139	\$5,803
5	6	\$28.05	\$30.22	\$31.10	\$58,344	\$62,858	\$64,688	\$4,514	\$6,344
6	7	\$29.95	\$32.26	\$33.20	\$62,296	\$67,101	\$69,056	\$4,805	\$6,760
7	8	\$30.09	\$32.42	\$33.37	\$62,587	\$67,434	\$69,410	\$4,846	\$6,822
8	9	\$30.55	\$32.91	\$33.87	\$63,544	\$68,453	\$70,450	\$4,909	\$6,906
9	9	\$30.95	\$33.31	\$34.27	\$64,376	\$69,285	\$71,282	\$4,909	\$6,906
10	9	\$31.15	\$33.51	\$34.47	\$64,792	\$69,701	\$71,698	\$4,909	\$6,906
11	9	\$31.35	\$33.71	\$34.67	\$65,208	\$70,117	\$72,114	\$4,909	\$6,906
12+	9	\$31.55	\$33.91	\$34.87	\$65,624	\$70,533	\$72,530	\$4,909	\$6,906

* All-in Hourly Rate includes the Basic scale rate, Line premium (\$1.00) and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours (includes 2,080 regular pay hours and additional holiday pay hours).

† TA Annual Inc above Current is the difference between the Current annual pay less the TA annual pay.

TA Annual Pay Increase above Current Book

Lead Utility Specialists									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$32.12	\$34.61	\$35.62	\$66,810	\$71,989	\$74,090	\$5,179	\$7,280
12+	1	\$33.12	\$35.61	\$36.62	\$68,890	\$74,069	\$76,170	\$5,179	\$7,280

* All-in Hourly Rate includes the Basic scale rate, Line premium (\$1.00) and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

† TA Annual Inc above Current is the difference between the Current annual pay less the TA annual pay.

Maintenance Planning Analysts (MPA)									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current†	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$21.74	\$23.48	\$24.19	\$45,219	\$48,838	\$50,315	\$3,619	\$5,096
1	2	\$23.08	\$24.93	\$25.68	\$48,006	\$51,854	\$53,414	\$3,848	\$5,408
2	3	\$24.41	\$26.37	\$27.17	\$50,773	\$54,850	\$56,514	\$4,077	\$5,741
3	4	\$25.74	\$27.80	\$28.63	\$53,539	\$57,824	\$59,550	\$4,285	\$6,011
4	5	\$27.08	\$29.25	\$30.14	\$56,326	\$60,840	\$62,691	\$4,514	\$6,365
5	6	\$28.42	\$30.70	\$31.63	\$59,114	\$63,856	\$65,790	\$4,742	\$6,677
6	7	\$29.75	\$32.13	\$33.09	\$61,880	\$66,830	\$68,827	\$4,950	\$6,947
7	8	\$31.09	\$33.58	\$34.59	\$64,667	\$69,846	\$71,947	\$5,179	\$7,280
8	9	\$32.42	\$35.02	\$36.08	\$67,434	\$72,842	\$75,046	\$5,408	\$7,613
9	9	\$32.82	\$35.42	\$36.48	\$68,266	\$73,674	\$75,878	\$5,408	\$7,613
10	9	\$33.02	\$35.62	\$36.68	\$68,682	\$74,090	\$76,294	\$5,408	\$7,613
11	9	\$33.22	\$35.82	\$36.88	\$69,098	\$74,506	\$76,710	\$5,408	\$7,613
12+	9	\$33.42	\$36.02	\$37.08	\$69,514	\$74,922	\$77,126	\$5,408	\$7,613

* All-in Hourly Rate includes the Basic scale rate and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

** Annual Pay is calculated by taking the all-in hourly rate and multiplying by 2,080 average annual pay hours.

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TA Annual Pay Increase above Current Book

GSE Technician/Coordinator, Facilities Technician and Base Specialty Technician									
YOS	Step	All-in Hourly Rate*			Annual Pay**			TA Annual Inc above Current†	
		Current	TA Jan-23	TA Jan-24	Current	TA Jan-23	TA Jan-24	Jan-23	Jan-24
0	1	\$27.37	\$31.85	\$32.65	\$56,930	\$66,248	\$67,912	\$9,318	\$10,982
1	2	\$31.32	\$35.16	\$36.06	\$65,146	\$73,133	\$75,005	\$7,987	\$9,859
2	3	\$33.26	\$37.26	\$38.23	\$69,181	\$77,501	\$79,518	\$8,320	\$10,338
3	4	\$33.75	\$37.78	\$38.76	\$70,200	\$78,582	\$80,621	\$8,382	\$10,421
4	5	\$34.93	\$39.06	\$40.08	\$72,654	\$81,245	\$83,366	\$8,590	\$10,712
5	6	\$37.46	\$41.79	\$42.89	\$77,917	\$86,923	\$89,211	\$9,006	\$11,294
6	7	\$39.99	\$44.52	\$45.70	\$83,179	\$92,602	\$95,056	\$9,422	\$11,877
7	8	\$45.29	\$50.25	\$51.60	\$94,203	\$104,520	\$107,328	\$10,317	\$13,125
8	9	\$49.69	\$55.00	\$56.50	\$103,355	\$114,400	\$117,520	\$11,045	\$14,165
9	9	\$50.09	\$55.40	\$56.90	\$104,187	\$115,232	\$118,352	\$11,045	\$14,165
10	9	\$50.29	\$55.60	\$57.10	\$104,603	\$115,648	\$118,768	\$11,045	\$14,165
11	9	\$50.49	\$55.80	\$57.30	\$105,019	\$116,064	\$119,184	\$11,045	\$14,165
12-19	9	\$52.06	\$57.75	\$59.25	\$108,285	\$120,120	\$123,240	\$11,835	\$14,955
20+	9	\$52.06	\$57.75	\$59.25	\$108,285	\$120,120	\$123,240	\$11,835	\$14,955

* All-in Hourly Rate includes the Basic scale rate, Skill premium (0-19 YOS: current \$2.63 => TA \$4.25, 20+ YOS: current \$4.00 => TA \$6.00), Line (\$1.00), and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Does not include VEBA of \$1.20 per hour (capped at 2,080 annual hours).

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