

#### **6.14.65**

#### **AIRPORT EMPLOYEES REQUIRED TO OBTAIN SECURITY IDENTIFICATION DISPLAY AREA (SIDA) CLEARANCE.**

6.14.65 - AIRPORT EMPLOYEES REQUIRED TO OBTAIN SECURITY IDENTIFICATION DISPLAY AREA (SIDA) CLEARANCE. Effective July 1, 2023, Philadelphia International Airport and Northeast Airport employees shall be compensated at the corresponding step of a higher pay range in recognition of the heightened federal security clearance required by the employee. Employees represented by District Council 47 and non-represented employees shall be compensated at their current pay step in the corresponding pay range one range higher than the range at which they are currently paid. Employees represented by District Council 33 shall be compensated at their current pay step in the corresponding pay range two ranges higher than the range at which they are currently paid. Employees whose permanent pay range is at the threshold for cash overtime eligibility will retain eligibility for cash overtime even though their SIDA rate surpasses the threshold. Such employees shall be paid cash overtime at their permanent pay range and step, not the SIDA pay range and step. The salary differential is considered full compensation for the expanded range of duties and responsibilities and no additional compensation shall be provided for the performance of any duties that have served as the basis for the salary differential authorized by this regulation. This additional compensation is not eligible for inclusion in terminal leave pay.

Effective November 7, 2025 or the earlier date of the effective date of the other District Council 33 Collective Bargaining Agreement Regulations posted from the August 2025 Civil Service Commission meeting, Fleet employees permanently assigned to Aviation at Shops #209 and #316 who must maintain the SIDA clearance at the time of appointment and during tenure of employment shall be compensated at their current pay step in the corresponding pay range two ranges higher than the range at which they are currently paid while they are required to perform work on the airfield or in secure areas of the Airport. The differential will not be paid for work performed outside of areas indicated above. This additional compensation is not eligible for inclusion in terminal leave pay.