

Congress of the United States

Washington, DC 20515

May 23, 2014

The Honorable Michael P. Huerta
Administrator
Federal Aviation Administration
800 Independence Avenue, S.W., #1010
Washington, DC 20591-0001

Dear Administrator Huerta:

We are writing to you regarding the Federal Aviation Administration's (FAA) recently implemented interim air traffic control (ATC) hiring process. The new process is intended to be a corrective measure to address alleged barriers to entry that exist for certain applicants. However, concerns are continuing to be raised regarding the FAA's revised hiring process, as well as the lack of transparency provided by the FAA in their process for evaluating and selecting candidates for further assessment. Therefore, we are writing to request that the FAA provide more information on these processes.

On February 10, 2014, the FAA posted a job announcement for developmental Air Traffic Control Specialist positions which was open to the general public. The announcement indicated that there would be two pre-employment tests, 1) a Biographical Assessment administered through the online application; and 2) for applicants meeting basic qualifications and passing the Biographical Assessment, an air traffic selection and training (AT-SAT) test at a designated test site. The job announcement indicated that the Biographical Assessment would be scored at the close of the vacancy announcement, and that candidates who had successfully met all three requirements (Basic Qualifications, Biographical Assessment, and the AT-SAT) would be placed into pre-determined quality categories, group 1, group 2, or group 3, based on their veterans' preference and pre-employment exam composite scores.

Not only did the FAA change its hiring process, but it did so with little or no advance notice or explanation to those planning to pursue an air traffic control career with the agency upon completion of their studies or military careers. Further, we have been informed by a wide range of applicants to the February 2014 job announcement that they were given no information about the Biographical Assessment, or what this assessment indicates in terms of their aptitude to be an air traffic controller. They have also expressed frustrations that they were not told what score was considered "passing", nor were they provided with their actual "score" when they were informed by the FAA whether or not they had been selected for further assessment. It is our understanding that there were 28,511 total people who submitted applications and completed the Biographical Assessment on-line. Of those individuals, 2,407 applicants "passed" the Biographical Assessment and were allowed to take the AT-SAT test and of those, 2,103 applicants were referred to take the AT-SAT test, which began in April of this year.

It is apparent to us that there is a lack of transparency in the FAA's interim revised hiring policy. Furthermore, we recognize the crucial safety role that air traffic controllers play in our nation's aviation system. Therefore, we want to ensure that in implementing this new hiring process the FAA ensured the safety role played by air traffic controllers would not be negatively impacted in the present and future. Given these concerns, we request that the FAA provide us with the following information:

1. A clear description of the new hiring process;
2. The method used to "score" the Biographical Assessment completed by the applicants and what the assessment measures in terms of determining an applicant's qualifications;
3. The "score" needed to "pass" the Biographical Assessment and be considered for further assessment;









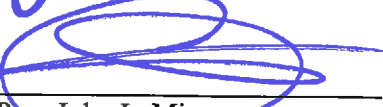
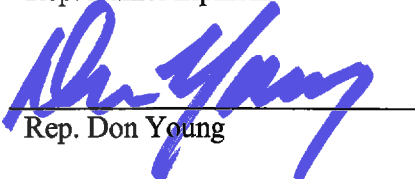
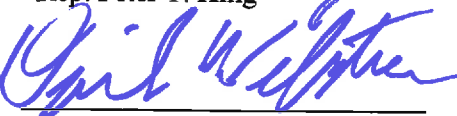


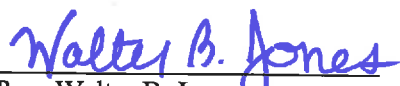
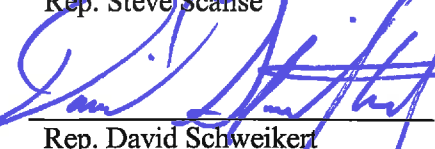
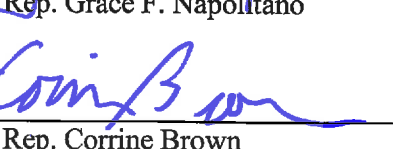
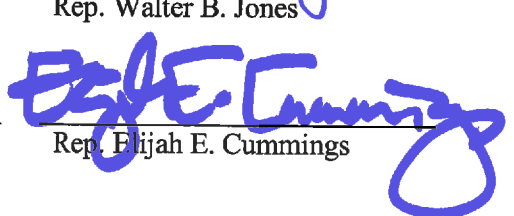
4. The impact of this hiring process to applicants on the waiting list;
5. How the FAA decided the sequencing of the necessary assessments for new applicants; and
6. The FAA's plans to revise the hiring process going forward, if any.

Finally, it only seems reasonable that Biographical Assessment test takers should receive usable feedback in order to improve their efforts in the future or make an informed decision about their job aspirations. Therefore, we also request that the FAA provide all applicants to the February 2014 developmental Air Traffic Control Specialist job announcement (both those selected and those not selected for further evaluation) and all applicants to any future Air Traffic Control Specialist job announcement utilizing a Biographical Assessment, with the following information:

1. Their actual "score" on the Biographical Assessment; and
2. The score needed to "pass" the Biographical Assessment.

We appreciate your assistance with this request. Please contact Mark Aitken at (202) 225-6572 or Matt Bormet at (202) 225-2605, if you have any questions or require additional information.

Sincerely,

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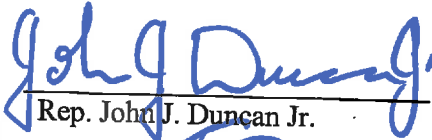
Rep. Paul A. Gosar



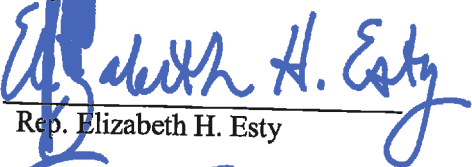
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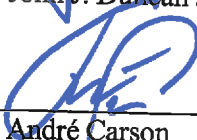
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Rep. Elizabeth H. Esty



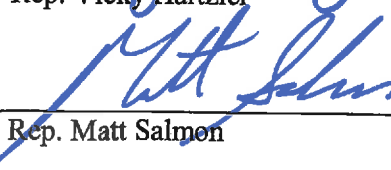
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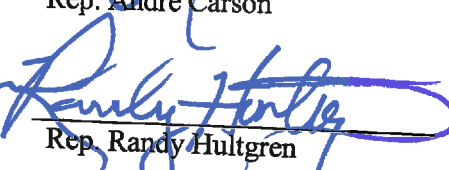
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