

National Centralized ERR Placement Process

Standard Operating Procedure

Air Traffic Organization

DATE: May 25, 2019
Version. 1.0

1.0 Purpose

This document outlines the standard operating procedure (SOP) for the National Centralized Employee Requested Reassignment (ERR) selection and placement process for employees covered by the 2016 Collective Bargaining Agreement (CBA) between the Federal Aviation Administration (FAA) and the National Air Traffic Controllers Association (NATCA). This is the sole process for the evaluation and approval/disapproval of ERRs from bargaining unit employees desiring consideration for placement to positions covered by the CBA. The goal of this process is to facilitate more timely releases of employees requesting transfer, while seeking to improve the distribution of the workforce. This process was developed in collaboration with NATCA. All ERR requests will be processed by the National Centralized ERR Process Team (NCEPT) in accordance with this SOP.

2.0 Background

In September 2012, an FAA/NATCA Collaborative Resource Workgroup (CRWG or Workgroup) was established to “review, revise or improve data-based, operational models for the distribution of air traffic control specialists throughout air traffic control facilities.” As the Workgroup began to analyze the staffing distribution among air traffic facilities produced by the facility specific Staffing Standards (as derived, in part, from the Grant Thornton and MITRE models), it determined that a more comprehensive review was required, and that any resulting changes would require a significantly longer timeframe than was desired.

In order to allow for swifter action and in accordance with the attached Agreement dated October 17, 2014, the workgroup collaboratively developed interim Certified Professional Controller (CPC) staffing levels for use until the comprehensive review of the models is complete. In developing the interim CPC levels, the group surveyed each facility to obtain their assessment of the number of positions requiring staffing on their 90th percentile busiest air traffic day. In addition, the group considered various factors, including each facility’s hours of operation, historical time-on-position, current staffing levels, and overtime usage. The interim CPC levels were circulated back to the field facility Air Traffic Managers and NATCA Facility Representatives, as well as the Directors of Operations and the NATCA Regional Vice Presidents, with the objective of identifying any significant concerns. The feedback received was considered and adjustments made when warranted.

The interim CPC staffing levels (attached) hereinafter referred to, as the “CPC Staffing Levels.” will be used, as a basis to guide Agency placement decisions until the CRWG completes the comprehensive model review. Once completed, the output of the models will guide Agency placement decisions and will supersede the interim CPC staffing levels.

3.0 Procedures/Process:

3.1. General:

- 3.1.1. The staffing workbook will be updated continuously by field air traffic control (ATC) facilities.
- 3.1.2. The CPC Staffing Levels will be used as a basis to guide Agency placement decisions, but do not guarantee ERR placement/selection.
- 3.1.3. The NCEPT is comprised of representatives from ASG, AJG, AJT, AHR and NATCA. The Union may designate up to (2) representatives to the National Centralized ERR Process Team (NCEPT).
The Agency will provide the NATCA representatives to the NCEPT with all information and data necessary to participate in NCEPT meetings. The NCEPT will meet quarterly, unless agreed to otherwise by the team.
- 3.1.4. The need to utilize Merit Promotion Program (MPP) bids for bargaining unit positions will be determined at the end of an ERR placement cycle.
- 3.1.5. The NCEPT AJT management official will be designated as the deciding/approving official for ERR placements/Mutual Reassignment Transfer Requests and utilization of MPP bids for bargaining unit positions.

3.2. Facilities will be prioritized based on a collaboratively developed formula (the Decision Lens software) that considers the following:

- a. Criticality to the National Airspace System;
 - b. Facility health (projected staffing); and
 - c. Whether or not considered a hard to staff facility.
- 3.2.1. The formula will be incorporated into the National Priority Placement Tool.

3.3. Generate National ERR List.

- 3.3.1. AHR will ensure all ERRs received are entered into the Staffing Workbook ERR database.
- 3.3.2. Management Services (AJG) will sort the national ERR list by facility.
- 3.3.3. Service Area Administrative Services Group (ASG) will screen the lists to ensure candidates are eligible and forward the ERR lists of current CPCs to facilities for prioritization, if there are more requests than slots at that facility.

3.4. Prioritize Candidates.

- 3.4.1. If applicable, facilities will prioritize all candidates and return their lists to ASG within five (5) business days. Prioritized lists are for reference purposes only. "Priority Placement" and "Priority Consideration" qualified candidates shall be handled in accordance with the CBA and applicable MOUs.
- 3.4.2. Facility certified CPCs shall be considered for placement prior to other employees during the ERR placement process. Employees in training that have never achieved CPC status will be considered on a case-by-case basis.

3.5. Conduct ERR Placement:

- 3.5.1. Begin the placement process with the facility of highest need as determined by the Decision Lens tool and executed by the National Priority Placement Tool.
- 3.5.2. Utilize the facility-prioritized list to identify candidates for potential placement slots when the list of candidates is greater than number of slots.
- 3.5.3. Selections may be made from facilities that would cause the Current or Projected CPC AOB for the losing facility to drop one (1) employee below the CPC AOB national average but those selections will be on a Category 2 release date.
- 3.5.4. Once selected into a facility, a candidate will no longer be considered for a facility of lesser need during that ERR placement session.
- 3.5.5. Consideration of ERR requests will generally occur up to the projected CPC AOB national average percentage. However, requests for transfer to Facility Pay Level (FPL) 9 and below facilities will be considered up to 100% of the projected CPC to target percentage after all other ERR requests have been reviewed. The NCEPT panel may expand consideration up to 100% to include additional FPL facilities.
- 3.5.6. The National Priority Placement Tool will be updated with each ERR placement and the facility prioritization will be recalculated at the conclusion of each NCEPT meeting.

3.6. Initiate Tentative Offer Letter (TOL)

- 3.6.1. AJG will forward facility selections through the ASG to AHR for processing of the TOLs.
- 3.6.2. AHR will issue TOLs to selected employees within two (2) weeks of receipt of the facility selections.
- 3.6.3. The TOL will provide the release date window in accordance with the National Release Policy.

3.7. Acceptance/Declination of Offer

- 3.7.1. AHR will update the Staffing Workbook with accepted/declined offers and associated report dates, as appropriate.
- 3.7.2. An employee who accepts a TOL will be provided with a Firm Offer Letter (FOL), pending medical and security clearance, if applicable.
- 3.7.3. In accordance with AHR Operating Procedures, Internal Tentative and Firm Job Offer Process, upon receipt of the verbal acceptance of the tentative offer by the ATCS, AHR will send an email to the gaining and losing ATMs notifying them the offer was accepted and request the ATMs establish the release date in accordance with the National Release Policy.
- 3.7.4. Releases will be effectuated as soon as practical in accordance with the National Release Policy.

4.0 Mutual Reassignment Transfer Requests:

- 4.1.1 The facilities involved in a mutual reassignment transfer request must meet the minimum requirement of the National Release Policy for consideration.
- 4.1.2 At the conclusion of the ERR Placement process, the NCEPT will review all mutual reassignment transfer requests for compliance with the National Release Policy.

5.0 Procedures for ATCS Temporary FLM Promotions within a Facility:

- 5.1.1. Staffing Workbook data and the attached authorized CPC and FLM staffing level for each facility will be used to determine the percentage of on-board employees compared to authorized employees in each category. The percentages will be recalculated with each selection.
- 5.1.2. Temporary FLM promotions of ATCS bargaining unit employees within a facility must be approved in advance by the office of the Vice President of Air Traffic Services (VP-ATS) if the percentage of on-board facility CPC to the facility authorized CPC staffing level is less than or equal to 90%.
- 5.1.3. Temporary FLM promotions of ATCS bargaining unit employees within a facility do not require advance approval by the office of the VP-ATS if the percentage of on-board facility CPC to the facility authorized CPC staffing level is greater than 90%.
- 5.1.4. Temporary FLM promotions of ATCS bargaining unit employees within a facility do not require advance approval by the office of the VP-ATS if the ratio of actual on board FLM's to authorized is less than the CPC ratio of actual on board to authorized.
- 5.1.5. Temporary FLM promotions of ATCS bargaining unit employees within a facility that allow for conversion to a permanent FLM position will be handled in accordance with the provisions of the National Release Policy.

6.0 Definitions and Terms

AHR	Human Resource Management
ASG	Administrative Services Group
ATCS	Air Traffic Control Specialists
ATCT	Air Traffic Control Tower
ATM	Air Traffic Manager
ATS	Air Traffic Services
CBA	Collective Bargaining Agreement
CST	Central Service Center
CVT	Criteria Vacancy Tool
DO	Director of Operations
EMDT	Employee Movement Tracking Database
EST	Eastern Service Center
FPPS	Federal Personnel Payroll System
KSN	Knowledge Services Network
NATCA	National Air Traffic Controllers Association
NCEPT	National Centralized ERR Process Team
POC	Point of Contact
QMART	Quota Management & Resource Tool
SOP	Standard Operating Procedure
VP	Vice President
WST	Western Service Center

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
A11	NAL	Anchorage TRACON	24	4
A80	NSO	Atlanta TRACON	102	12
A90	NNE	Boston TRACON	77	12
ABE	NEA	Allentown Tower	30	4
ABI	NSW	Abilene Tower	20	4
ABQ	NSW	Albuquerque Tower	32	5
ACK	NNE	Nantucket Tower	11	2
ACT	NSW	Waco Tower	22	4
ACY	NEA	Atlantic City Tower	26	4
ADS	NSW	Addison Tower	11	2
ADW	NEA	Andrews Tower	15	4
AFW	NSW	Alliance Tower	15	3
AGC	NEA	Allegheny Tower	15	2
AGS	NSO	Augusta Tower	15	3
ALB	NEA	Albany Tower	28	4
ALO	NCE	Waterloo Tower	13	3
AMA	NSW	Amarillo Tower	22	4
ANC	NAL	Anchorage Tower	26	4
APA	NNM	Centennial Tower	22	4
APC	NWP	Napa Tower	9	2
ARB	NGL	Ann Arbor Tower	9	2
ARR	NGL	Aurora Tower	11	2
ASE	NNM	Aspen Tower	15	3
ATL	NSO	Atlanta Tower	47	9
AUS	NSW	Austin Tower	38	6
AVL	NSO	Asheville Tower	17	4
AVP	NEA	Wilkes Barre Tower	20	4
AZO	NGK	Kalamazoo Tower	58	4
BDL	NNE	Bradley Tower	17	2
BED	NNE	Hanscom Tower	17	2
BFI	NNM	Boeing Tower	19	4
BFL	NWP	Bakersfield Tower	22	4
BGM	NEA	Binghamton Tower	15	3
BGR	NNE	Bangor Tower	22	3
BHM	NSO	Birmingham Tower	30	4
BIL	NNM	Billings Tower	22	4

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
BIS	NGL	Bismarck Tower	13	3
BJC	NNM	Rocky Mountain Metro Tower	11	2
BNA	NSO	Nashville Tower	39	6
BOI	NNM	Boise Tower	30	4
BOS	NNE	Boston Tower	34	5
BPT	NSW	Beaumont Tower	11	2
BTR	NSW	Baton Rouge Tower	22	4
BTV	NNE	Burlington Tower	22	4
BUF	NEA	Buffalo Tower	37	4
BUR	NWP	Burbank Tower	22	3
BWI	NEA	Baltimore Tower	22	4
C90	NGL	Chicago TRACON	100	14
CAE	NSO	Columbia Tower	22	4
CAK	NGL	Akron Canton Tower	21	3
CCR	NWP	Concord Tower	11	2
CDW	NEA	Caldwell Tower	11	2
CHA	NSO	Chattanooga Tower	20	4
CHS	NSO	Charleston Tower	22	5
CID	NCE	Cedar Rapids Tower	17	3
CKB	NEA	Clarksburg Tower	17	2
CLE	NGL	Cleveland Tower	39	5
CLT	NSO	Charlotte Tower	94	12
CMA	NWP	Camarillo Tower	11	2
CMH	NGL	Columbus Tower	41	5
CMI	NGL	Champaign Tower	17	3
CNO	NWP	Chino Tower	11	3
COS	NNM	Colorado Springs Tower	24	5
CPR	NNM	Casper Tower	13	3
CPS	NGL	Downtown Tower	11	2
CRP	NSW	Corpus Christi Tower	34	6
CRQ	NWP	Palomar Tower	11	2
CRW	NEA	Charleston Tower	22	3
CSG	NSO	Columbus Tower	7	2
CVG	NSO	Cincinnati Tower	43	7
D01	NNM	Denver TRACON	89	12
D10	NSW	Dallas Ft Worth TRACON	93	12

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
D21	NGL	Detroit TRACON	58	11
DAB	NSO	Daytona Beach Tower	58	7
DAL	NSW	Dallas Love Tower	24	4
DAY	NGL	Dayton Tower	15	2
DCA	NEA	Washington National Tower	28	6
DEN	NNM	Denver Tower	39	7
DFW	NSW	DFW Tower	57	11
DLH	NGL	Duluth Tower	20	3
DPA	NGL	Dupage Tower	15	2
DSM	NCE	Des Moines Tower	22	4
DTW	NGL	Detroit Tower	34	6
DVT	NWP	Deer Valley Tower	19	4
DWH	NSW	Hooks Tower	13	2
ELM	NEA	Elmira Tower	13	3
ELP	NSW	El Paso Tower	26	4
EMT	NWP	El Monte Tower	11	2
ERI	NEA	Erie Tower	10	2
EUG	NNM	Eugene Tower	22	4
EVV	NGL	Evansville Tower	17	3
EWR	NEA	Newark Tower	34	6
F11	NSO	Central Florida TRACON	48	6
FAI	NAL	Fairbanks Tower	22	4
FAR	NGL	Fargo Tower	17	4
FAT	NWP	Fresno Tower	28	4
FAY	NSO	Fayetteville Tower	22	4
FCM	NGL	Flying Cloud Tower	11	2
FFZ	NWP	Falcon Tower	13	3
FLL	NSO	Fort Lauderdale Tower	26	4
FLO	NSO	Florence Tower	13	3
FNT	NGL	Flint Tower	9	2
FPR	NSO	St Lucie Tower	11	2
FRG	NEA	Farmingdale Tower	13	3
FSD	NCE	Sioux Falls Tower	17	4
FSM	NSW	Fort Smith Tower	30	4
FTW	NSW	Meacham Tower	15	2
FWA	NGL	Fort Wayne Tower	22	3

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
FXE	NSO	Fort Lauderdale Executive Tower	15	2
GCN	NWP	Grand Canyon Tower	9	2
GEG	NNM	Spokane Tower	28	5
GFK	NGL	Grand Forks Tower	22	4
GGG	NSW	Longview Tower	22	4
GPT	NSO	Gulfport Tower	17	4
GRB	NGL	Green Bay Tower	20	4
GRR	NGL	Grand Rapids Tower	11	2
GSO	NSO	Greensboro Tower	26	4
GSP	NSO	Greer Tower	22	4
GTF	NGL	Great Falls Tower	17	3
HCF	NWP	Honolulu Control Facility	83	16
HEF	NEA	Manassas Tower	11	2
HIO	NNM	Hillsboro Tower	17	3
HLN	NNM	Helena Tower	10	3
HOU	NSW	Hobby Tower	20	4
HPN	NEA	Westchester Tower	15	3
HSV	NSO	Huntsville Tower	17	4
HTS	NEA	Huntington Tower	20	3
HUF	NGL	erre Haute /Hulman ATCT/TRACO	17	3
HWD	NWP	Hayward Tower	11	2
I90	NSW	Houston TRACON	93	12
IAD	NEA	Dulles Tower	30	5
IAH	NS	ouston Intercontinental ATC Towe	34	7
ICT	NCE	Wichita Tower	30	5
ILG	NEA	Wilmington Tower	11	2
ILM	NSO	Wilmington Tower	21	4
IND	NGL	Indianapolis Tower	42	7
ISP	NEA	Islip Tower	17	2
ITO	NWP	Hilo Tower	13	3
JAN	NSO	Jackson Tower	17	4
JAX	NSO	Jacksonville Tower	47	7
JCF	NWP	Joshua Control Facility	24	4
JFK	NEA	Kennedy Tower	34	6
JNU	NAL	Juneau Tower	13	2
L30	NWP	Las Vegas TRACON	39	6

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
LAF	NGL	Lafayette Tower	9	2
LAN	NGL	Lansing Tower	13	3
LAS	NWP	Las Vegas Tower	36	7
LAX	NWP	Los Angeles Tower	49	7
LBB	NSW	Lubbock Tower	17	4
LCH	NSW	Lake Charles Tower	17	3
LEX	NSO	Lexington Tower	24	4
LFT	NSW	Lafayette Tower	22	4
LGA	NEA	La Guardia Tower	34	6
LGB	NWP	Long Beach Tower	22	4
LIT	NSW	Little Rock Tower	28	5
LNK	NCE	Lincoln Tower	11	2
LOU	NSO	Bowman Tower	11	2
LVK	NWP	Livermore Tower	11	2
M03	NSO	Memphis TRACON	28	6
M98	NGL	Minneapolis TRACON	55	10
MAF	NSW	Midland Tower	22	4
MBS	NGL	Saginaw Tower	9	2
MCI	NCE	Kansas City Tower	39	5
MCO	NSO	Orlando Tower	22	5
MDT	NEA	Harrisburg Intl Tower	26	4
MDW	NGL	Midway Tower	22	4
MEM	NSO	Memphis Tower	28	6
MFD	NGL	Mansfield Tower	17	2
MGM	NSO	Montgomery Tower	21	4
MHT	NNE	Manchester Tower	15	2
MIA	NSO	Miami Tower	91	12
MIC	NGL	Crystal Tower	11	2
MKC	NCE	Downtown Tower	15	2
MKE	NGL	Milwaukee Tower	39	5
MKG	NGL	Muskegon Tower	9	2
MLI	NGL	Quad City Tower	20	3
MLU	NSW	Monroe Tower	15	3
MMU	NEA	Morristown Tower	11	2
MOB	NSO	Mobile Tower	22	4
MRI	NAL	Merrill Tower	11	2

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
MRY	NWP	Monterey Tower	9	2
MSN	NGL	Madison Tower	20	4
MSP	NGL	Minneapolis Tower	36	7
MSY	NSW	New Orleans Tower	36	6
MWH	NNM	Grant County Tower	15	3
MYF	NWP	Montgomery Tower	13	2
MYR	NSO	Myrtle Beach Tower	22	5
N90	NEA	New York TRACON	226	30
NCT	NWP	Northern California TRACON	161	30
NEW	NSW	Lakefront Tower	11	2
OAK	NWP	Oakland Tower	24	3
OGG	NWP	Maui Tower	13	2
OKC	NSW	Oklahoma City Tower	30	5
OMA	NCE	Eppley Tower	15	2
ONT	NWP	Ontario Tower	18	3
ORD	NGL	Chicago O'Hare Tower	68	13
ORF	NEA	Norfolk Tower	28	6
ORL	NSO	Orlando Executive Tower	11	2
P31	NSO	Pensacola TRACON	36	4
P50	NWP	Phoenix TRACON	60	11
P80	NNM	Portland TRACON	26	4
PAE	NNM	Paine Tower	11	2
PAO	NWP	Palo Alto Tower	11	2
PBI	NSO	Palm Beach Tower	54	6
PCT	NEA	Potomac TRACON	174	30
PDK	NSO	DeKalb Peachtree Tower	15	3
PDX	NNM	Portland Tower	26	4
PHF	NEA	Patrick Henry Tower	11	2
PHL	NEA	Philadelphia Tower	72	12
PHX	NWP	Phoenix Tower	28	6
PIA	NGL	Peoria Tower	22	4
PIE	NSO	St Petersburg Tower	11	2
PIT	NEA	FAA Pittsburgh ATC Tower	36	7
PNE	NEA	Northeast Philadelphia Tower	11	2
PNS	NSO	Pensacola Tower	11	2
POC	NWP	Brackett Tower	11	2

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
POU	NEA	Poughkeepsie Tower	10	2
PRC	NWP	Prescott Tower	15	3
PSC	NNM	Pasco Tower	20	2
PSP	NWP	Palm Springs Tower	11	2
PTK	NGL	Pontiac Tower	11	3
PUB	NNM	Pueblo Tower	15	3
PVD	NNE	Providence Tower	30	4
PWK	NGL	Chicago Executive Tower	11	2
PWM	NNE	Portland Tower	22	4
R90	NCE	Omaha TRACON	20	4
RDG	NEA	Reading Tower	17	3
RDU	NSO	Raleigh Durham Tower	43	6
RFD	NGL	Rockford Tower	22	4
RHV	NWP	Reid Hillview Tower	13	2
RIC	NEA	Richmond Tower	15	2
RNO	NWP	Reno Tower	15	2
ROA	NEA	Roanoke Tower	24	4
ROC	NEA	Rochester Tower	26	4
ROW	NSW	Roswell Tower	15	3
RST	NGL	Rochester Tower	13	3
RSW	NSO	Fort Myers Tower	30	5
RVS	NSW	Riverside Tower	16	3
S46	NNM	Seattle TRACON	43	5
S56	NNM	Salt Lake City TRACON	45	7
SAN	NWP	San Diego Tower	26	4
SAT	NSW	San Antonio Tower	45	7
SAV	NSO	Savannah Tower	23	5
SBA	NWP	Santa Barbara Tower	28	4
SBN	NGL	South Bend Tower	26	4
SCK	NWP	Stockton Tower	11	2
SCT	NWP	Southern California TRACON	233	36
SDF	NSO	Standiford Tower	47	7
SDL	NWP	Scottsdale Tower	11	2
SEA	NNM	Seattle Tower	29	5
SEE	NWP	Gillespie Tower	15	2
SFB	NSO	Sanford Tower	17	4

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
SFO	NWP	San Francisco Tower	30	7
SGF	NCE	Springfield Tower	29	4
SHV	NSW	Shreveport Tower	26	4
SJC	NWP	San Jose Tower	15	3
SJU	NSO	San Juan Tower	17	3
SLC	NNM	Salt Lake City Tower	32	5
SMF	NWP	Sacramento Tower	15	2
SMO	NWP	Santa Monica Tower	15	2
SNA	NWP	John Wayne Tower	22	4
SPI	NGL	Springfield Tower	13	2
SRQ	NSO	Sarasota Tower	13	2
STL	NCE	St Louis Tower	22	4
STP	NGL	St Paul Tower	11	2
STS	NWP	Sonoma Tower	9	2
STT	NSO	St Thomas Tower	11	2
SUS	NCE	Spirit Tower	11	2
SUX	NCE	Sioux Gateway Tower	15	3
SYR	NEA	Syracuse Tower	22	4
T75	NCE	St Louis TRACON	26	5
TEB	NEA	Teterboro Tower	20	6
TLH	NSO	Tallahassee Tower	17	4
TMB	NSO	Tamiami Tower	17	3
TOA	NWP	Torrance Tower	11	2
TOL	NGL	Toledo Tower	24	3
TPA	NSO	Tampa Tower	53	8
TRI	NGL	Tri Cities Tower	17	4
TUL	NSW	Tulsa Tower	30	5
TUS	NWP	Tucson Tower	17	3
TVC	NGL	Traverse City Tower	9	2
TWF	NGL	Twin Falls Tower	9	2
TYS	NSO	Knoxville Tower	28	4
U90	NWP	Tucson TRACON	17	4
VGT	NWP	North Las Vegas Tower	11	3
VNY	NWP	Van Nuys Tower	24	3
VRB	NSO	Vero Beach Tower	11	3
Y90	NNE	Yankee TRACON	22	4

Facility ID	Region	Facility Name	CRWG CPC Staffing Level	FLM Staffing Level
YIP	NGL	Willow Run Tower	15	2
YNG	NGL	Youngstown Tower	19	3
ZAB	NSW	ALBUQUERQUE CENTER	200	30
ZAN	NAL	ANCHORAGE CENTER	98	18
ZAU	NGL	CHICAGO CENTER	321	46
ZBW	NNE	BOSTON CENTER	203	30
ZDC	NEA	WASHINGTON CENTER	305	36
ZDV	NNM	DENVER CENTER	258	36
ZFW	NSW	FORT WORTH CENTER	290	36
ZHU	NSW	HOUSTON CENTER	277	38
ZID	NGL	INDIANAPOLIS CENTER	296	42
ZJX	NSO	JACKSONVILLE CENTER	241	36
ZKC	NCE	KANSAS CITY CENTER	232	36
ZLA	NWP	LOS ANGELES CENTER	245	36
ZLC	NNM	SALT LAKE CITY CENTER	150	24
ZMA	NSO	MIAMI CENTER	267	36
ZME	NSO	MEMPHIS CENTER	264	36
ZMP	NGL	MINNEAPOLIS CENTER	256	36
ZNY	NEA	NEW YORK CENTER	296	36
ZOA	NWP	OAKLAND CENTER	207	30
ZOB	NGL	CLEVELAND CENTER	313	48
ZSE	NNM	SEATTLE CENTER	165	24
ZSU	NSO	SAN JUAN CENTER	62	8
ZTL	NSO	ATLANTA CENTER	349	40
ZUA	NWP	GUAM CENTER	17	5