

2012

Alternative Personnel Management System

Raleigh-Durham-Cary, NC

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|----------|----------|----------|----------|----------|----------|-----|----------|---|----|-----|----------|----|----|----|----------|--|----------|--|-----------|---|--|--|-----------|--|--|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | | \$52,203 | | | | | | \$74,513 | | | | | | \$97,790 | | | | | | \$137,414 | | | | | | \$155,500 |
| PAY PLAN: ZP | I | | | | | II | | | | | III | | | | | IV | | | | | V | | | | | | | | | |
| | | | | | | \$20,943 | | | | | | \$39,973 | | | | | | \$59,158 | | | | | | \$84,317 | | | | | | \$117,202 |
| | | | | | | \$49,207 | | | | | | \$70,236 | | | | | | \$92,177 | | | | | | \$129,526 | | | | | | \$152,364 |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | \$39,777 | | | | \$61,050 | | | | \$74,265 | | | | \$97,790 | | | | \$116,286 | | | | | | | | | | |
| PAY PLAN: ZT | I | | | II | | | III | | | IV | | | V | | | | | | | | | | | | | | | | | |
| | | | | \$20,943 | | | | \$32,270 | | | | \$48,895 | | | | \$59,158 | | | | \$84,317 | | | | | | | | | | |
| | | | | \$37,493 | | | | \$57,546 | | | | \$70,002 | | | | \$92,177 | | | | \$109,611 | | | | | | | | | | |
| ADMINISTRATIVE | | | | | | \$49,608 | | | | | | \$74,265 | | | | | | \$97,790 | | | | | | \$137,414 | | | | | | \$155,500 |
| PAY PLAN: ZA | I | | | | | II | | | | | III | | | | | IV | | | | | V | | | | | | | | | |
| | | | | | | \$20,943 | | | | | | \$39,973 | | | | | | \$59,158 | | | | | | \$84,317 | | | | | | \$117,202 |
| | | | | | | \$46,760 | | | | | | \$70,002 | | | | | | \$92,177 | | | | | | \$129,526 | | | | | | \$152,364 |
| ADMINISTRATIVE SUPPORT | \$31,440 | \$39,777 | \$49,608 | \$61,050 | \$74,265 | | | | | | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | I | II | III | IV | V | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$20,943 | \$25,693 | \$32,270 | \$39,973 | \$48,895 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$29,635 | \$37,493 | \$46,760 | \$57,546 | \$70,002 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Corresponding GS Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | | | | | | | | | | | | | | | |

Footnotes:

Supervisory pay ceiling for each pay band shown is in upper right-hand corner.

ZP and ZA, Pay Band V, pay ceiling for supervisors below Division Chief, \$155,500, Division Chiefs' pay ceiling \$155,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2012 is \$ 5840.80

| | |
|-----------|-----------|
| 2011 rate | 2012 rate |
| 17.64 | 17.64 |

NIST Locality Increase Differential

$$1.1764 / 1.1764 = 1$$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 1, 2012**

Prev. Yr Rate: **.1764** Curr. Yr Rate: **.1764** Loc. Diff: **1** Gen. Inc.: **0**

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-------------------|-----------------------|
| GS Range | 1-6 | 7-10 | 11-12 | 13-14 | 15-15 |
| Interval | | | | | |
| 01 | 20,943 - 32,417 | 39,973 - 53,319 | 59,158 - 73,833 | 84,317 - 104,410 | 117,202 - 132,830 |
| 02 | 32,418 - 41,023 | 53,320 - 63,329 | 73,834 - 84,839 | 104,411 - 119,480 | 132,831 - 144,550 |
| 03 | 41,024 - 46,760 | 63,330 - 70,002 | 84,840 - 92,177 | 119,481 - 129,526 | 144,551 - 152,364 |
| 04** | 46,761 - 48,163 | 70,003 - 72,102 | 92,178 - 94,942 | 129,527 - 133,412 | 152,365 - 155,500*** |
| 05** | 48,164 - 49,608 | 72,103 - 74,265 | 94,943 - 97,790 | 133,413 - 137,414 | 155,500 - 155,500**** |

Locality Area: **Raleigh-Durham-Cary, NC**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 1, 2012**

Prev. Yr Rate: **.1764** Curr. Yr Rate: **.1764** Loc. Diff: **1** Gen. Inc.: **0**

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-----------------|-----------------|
| GS Range | 1-2 | 3-4 | 5-6 | 7-8 | 9-10 |
| Interval | | | | | |
| 01 | 20,943 - 24,806 | 25,693 - 30,937 | 32,270 - 38,710 | 39,973 - 47,783 | 48,895 - 58,276 |
| 02 | 24,807 - 27,703 | 30,938 - 34,871 | 38,711 - 43,540 | 47,784 - 53,641 | 58,277 - 65,312 |
| 03 | 27,704 - 29,635 | 34,872 - 37,493 | 43,541 - 46,760 | 53,642 - 57,546 | 65,313 - 70,002 |
| 04** | 29,636 - 30,524 | 37,494 - 38,618 | 46,761 - 48,163 | 57,547 - 59,272 | 70,003 - 72,102 |
| 05** | 30,525 - 31,440 | 38,619 - 39,777 | 48,164 - 49,608 | 59,273 - 61,050 | 72,103 - 74,265 |

Locality Area: **Raleigh-Durham-Cary, NC**

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

*** Interval 4, pay band V represents the range of pay for the supervisory pay band for ZP supervisors below division chief.

**** Interval 5, pay band V represents the range of pay for the supervisory pay band for non-SES division chiefs.

For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.

NIST Pay Tables

SCIENTIFIC AND ENGINEERING

Pay Plan: ZP Effective: January 1, 2012

Prev. Yr Rate: .1764 Curr. Yr Rate: .1764 Loc. Diff: 1 Gen. Inc.: 0

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-------------------|-----------------------|
| GS Range | 1-6 | 7-10 | 11-12 | 13-14 | 15-15 |
| Interval | | | | | |
| 01 | 20,943 - 33,505 | 39,973 - 53,423 | 59,158 - 73,833 | 84,317 - 104,410 | 117,202 - 132,830 |
| 02 | 33,506 - 42,926 | 53,424 - 63,511 | 73,834 - 84,839 | 104,411 - 119,480 | 132,831 - 144,550 |
| 03 | 42,927 - 49,207 | 63,512 - 70,236 | 84,840 - 92,177 | 119,481 - 129,526 | 144,551 - 152,364 |
| 04** | 49,208 - 50,683 | 70,237 - 72,343 | 92,178 - 94,942 | 129,527 - 133,412 | 152,365 - 155,500*** |
| 05** | 50,684 - 52,203 | 72,344 - 74,513 | 94,943 - 97,790 | 133,413 - 137,414 | 155,500 - 155,500**** |

Locality Area: Raleigh-Durham-Cary, NC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 1, 2012

Prev. Yr Rate: .1764 Curr. Yr Rate: .1764 Loc. Diff: 1 Gen. Inc.: 0

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-----------------|-------------------|
| GS Range | 1-4 | 5-8 | 9-10 | 11-12 | 13-13 |
| Interval | | | | | |
| 01 | 20,943 - 28,299 | 32,270 - 43,504 | 48,895 - 58,276 | 59,158 - 73,833 | 84,317 - 95,559 |
| 02 | 28,300 - 33,815 | 43,505 - 51,929 | 58,277 - 65,312 | 73,834 - 84,839 | 95,560 - 103,990 |
| 03 | 33,816 - 37,493 | 51,930 - 57,546 | 65,313 - 70,002 | 84,840 - 92,177 | 103,991 - 109,611 |
| 04** | 37,494 - 38,618 | 57,547 - 59,272 | 70,003 - 72,102 | 92,178 - 94,942 | 109,612 - 112,899 |
| 05** | 38,619 - 39,777 | 59,273 - 61,050 | 72,103 - 74,265 | 94,943 - 97,790 | 112,900 - 116,286 |

Locality Area: Raleigh-Durham-Cary, NC

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

*** Interval 4, pay band V represents the range of pay for the supervisory pay band for ZP supervisors below division chief.

**** Interval 5, pay band V represents the range of pay for the supervisory pay band for non-SES division chiefs.

For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.