

2012 Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$52,203						\$74,513			\$94,898						\$133,350			\$155,500						
PAY PLAN: ZP	I					\$20,324 \$49,207	II					\$38,790 \$70,236	III		\$57,408 \$89,450	IV					\$81,823 \$125,695	V		\$113,735 \$147,857						
SCIENTIFIC AND ENGINEERING TECHNICIAN			\$38,600					\$59,245				\$72,068				\$94,898				\$112,847										
PAY PLAN: ZT	I					II						III				IV				V										
	\$20,324					\$31,315						\$47,448				\$57,408				\$81,823										
	\$36,384					\$55,844						\$67,931				\$89,450				\$106,369										
ADMINISTRATIVE						\$48,139						\$72,068			\$94,898						\$133,350			\$155,500						
PAY PLAN: ZA	I					\$20,324 \$45,376	II					\$38,790 \$67,931	III		\$57,408 \$89,450	IV					\$81,823 \$125,695	V		\$113,735 \$147,857						
ADMINISTRATIVE SUPPORT		\$30,510			\$38,600		\$48,139			\$59,245			\$72,068																	
PAY PLAN: ZS	I		II		III			IV			V																			
	\$20,324		\$24,933		\$31,315			\$38,790			\$47,448																			
	\$28,758		\$36,384		\$45,376			\$55,844			\$67,931																			
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, \$152,293 , Division Chiefs' pay ceiling \$155,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2012 is \$ 5668.00

2011 rate	2012 rate	NIST Locality Increase Differential		
14.16	14.16	1.1416	/	1.1416 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 1, 2012

Prev. Yr Rate: .1416 Curr. Yr Rate: .1416 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	20,324 - 31,458	38,790 - 51,742	57,408 - 71,649	81,823 - 101,322	113,735 - 128,900
02	31,459 - 39,809	51,743 - 61,455	71,650 - 82,330	101,323 - 115,946	128,901 - 140,274
03	39,810 - 45,376	61,456 - 67,931	82,331 - 89,450	115,947 - 125,695	140,275 - 147,857
04**	45,377 - 46,737	67,932 - 69,969	89,451 - 92,134	125,696 - 129,466	147,858 - 152,293***
05**	46,738 - 48,139	69,970 - 72,068	92,135 - 94,898	129,467 - 133,350	152,294 - 155,500****

Locality Area: Rest of U.S.

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 1, 2012

Prev. Yr Rate: .1416 Curr. Yr Rate: .1416 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	20,324 - 24,072	24,933 - 30,022	31,315 - 37,564	38,790 - 46,370	47,448 - 56,552
02	24,073 - 26,884	30,023 - 33,839	37,565 - 42,251	46,371 - 52,054	56,553 - 63,379
03	26,885 - 28,758	33,840 - 36,384	42,252 - 45,376	52,055 - 55,844	63,380 - 67,931
04**	28,759 - 29,621	36,385 - 37,476	45,377 - 46,737	55,845 - 57,519	67,932 - 69,969
05**	29,622 - 30,510	37,477 - 38,600	46,738 - 48,139	57,520 - 59,245	69,970 - 72,068

Locality Area: Rest of U.S.

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: .1416 Curr. Yr Rate: .1416 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	20,324 - 33,161	38,790 - 52,766	57,408 - 71,649	81,823 - 101,322	113,735 - 128,900
02	33,162 - 42,789	52,767 - 63,248	71,650 - 82,330	101,323 - 115,946	128,901 - 140,274
03	42,790 - 49,207	63,249 - 70,236	82,331 - 89,450	115,947 - 125,695	140,275 - 147,857
04**	49,208 - 50,683	70,237 - 72,343	89,451 - 92,134	125,696 - 129,466	147,858 - 152,293***
05**	50,684 - 52,203	72,344 - 74,513	92,135 - 94,898	129,467 - 133,350	152,294 - 155,500****

Locality Area: Rest of U.S.

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 1, 2012

Prev. Yr Rate: .1416 Curr. Yr Rate: .1416 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	20,324 - 27,462	31,315 - 42,217	47,448 - 56,552	57,408 - 71,649	81,823 - 92,732
02	27,463 - 32,815	42,218 - 50,393	56,553 - 63,379	71,650 - 82,330	92,733 - 100,914
03	32,816 - 36,384	50,394 - 55,844	63,380 - 67,931	82,331 - 89,450	100,915 - 106,369
04**	36,385 - 37,476	55,845 - 57,519	67,932 - 69,969	89,451 - 92,134	106,370 - 109,560
05**	37,477 - 38,600	57,520 - 59,245	69,970 - 72,068	92,135 - 94,898	109,561 - 112,847

Locality Area: Rest of U.S.

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.