

2013

# Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$56,991						\$85,319				\$112,346				\$155,500	\$155,500
	I					II					III			IV			V				
PAY PLAN: ZP	\$24,061					\$45,923					\$67,963			\$96,867			\$134,647				
	\$53,719					\$80,421					\$105,897			\$148,806			\$155,500				
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$45,697					\$70,137			\$85,319			\$112,346			\$133,595			
	I			II				III		IV		V									
PAY PLAN: ZT	\$24,061			\$37,073				\$56,172		\$67,963		\$96,867		\$125,926							
	\$43,074			\$66,111				\$80,421		\$105,897		\$125,926									
ADMINISTRATIVE						\$56,991						\$85,319				\$112,346				\$155,500	\$155,500
	I					II					III			IV			V				
PAY PLAN: ZA	\$24,061					\$45,923					\$67,963			\$96,867			\$134,647				
	\$53,719					\$80,421					\$105,897			\$148,806			\$155,500				
ADMINISTRATIVE SUPPORT		\$36,119	\$45,697	\$56,991	\$70,137	\$85,319															
	I		II		III		IV		V												
PAY PLAN: ZS	\$24,061		\$29,517		\$37,073		\$45,923		\$56,172												
	\$34,046		\$43,074		\$53,719		\$66,111		\$80,421												
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 2013 is \$ 5960.80

2012 rate	2013 rate
35.15	35.15

NIST Locality Increase Differential

$$1.3515 / 1.3515 = 1$$

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA**    Effective: **January 13, 2013**

Prev. Yr Rate: **.3515**      Curr. Yr Rate: **.3515**      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	24,061 - 37,242	45,923 - 61,255	67,963 - 84,823	96,867 - 119,951	134,647 - 143,915
02	37,243 - 47,128	61,256 - 72,755	84,824 - 97,467	119,952 - 137,264	143,916 - 150,866
03	47,129 - 53,719	72,756 - 80,421	97,468 - 105,897	137,265 - 148,806	150,867 - 155,500
04**	53,720 - 55,331	80,422 - 82,834	105,898 - 109,074	148,807 - 153,270	155,500 - 155,500***
05**	55,332 - 56,991	82,835 - 85,319	109,075 - 112,346	153,271 - 155,500	155,500 - 155,500****

Locality Area: **San Jose-San Francisco-Oakland, CA**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS**    Effective: **January 13, 2013**

Prev. Yr Rate: **.3515**      Curr. Yr Rate: **.3515**      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	24,061 - 28,499	29,517 - 35,542	37,073 - 44,471	45,923 - 54,895	56,172 - 66,949
02	28,500 - 31,827	35,543 - 40,061	44,472 - 50,020	54,896 - 61,625	66,950 - 75,032
03	31,828 - 34,046	40,062 - 43,074	50,021 - 53,719	61,626 - 66,111	75,033 - 80,421
04**	34,047 - 35,067	43,075 - 44,366	53,720 - 55,331	66,112 - 68,094	80,422 - 82,834
05**	35,068 - 36,119	44,367 - 45,697	55,332 - 56,991	68,095 - 70,137	82,835 - 85,319

Locality Area: **San Jose-San Francisco-Oakland, CA**

### 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 13, 2013

Prev. Yr Rate: .3515      Curr. Yr Rate: .3515      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	24,061 - 37,242	45,923 - 61,255	67,963 - 84,823	96,867 - 119,951	134,647 - 143,915
02	37,243 - 47,128	61,256 - 72,755	84,824 - 97,467	119,952 - 137,264	143,916 - 150,866
03	47,129 - 53,719	72,756 - 80,421	97,468 - 105,897	137,265 - 148,806	150,867 - 155,500
04**	53,720 - 55,331	80,422 - 82,834	105,898 - 109,074	148,807 - 153,270	155,500 - 155,500***
05**	55,332 - 56,991	82,835 - 85,319	109,075 - 112,346	153,271 - 155,500	155,500 - 155,500****

Locality Area: San Jose-San Francisco-Oakland, CA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 13, 2013

Prev. Yr Rate: .3515      Curr. Yr Rate: .3515      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	24,061 - 32,511	37,073 - 49,979	56,172 - 66,949	67,963 - 84,823	96,867 - 109,782
02	32,512 - 38,849	49,980 - 59,658	66,950 - 75,032	84,824 - 97,467	109,783 - 119,468
03	38,850 - 43,074	59,659 - 66,111	75,033 - 80,421	97,468 - 105,897	119,469 - 125,926
04**	43,075 - 44,366	66,112 - 68,094	80,422 - 82,834	105,898 - 109,074	125,927 - 129,704
05**	44,367 - 45,697	68,095 - 70,137	82,835 - 85,319	109,075 - 112,346	129,705 - 133,595

Locality Area: San Jose-San Francisco-Oakland, CA

### 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.