

2011

# Alternative Personnel Management System

Seattle-Tacoma-Olympia, WA

CAREER PATH

|                                       |          |          |          |          |          |          |          |          |   |          |          |          |           |    |    |           |           |           |  |           |           |           |  |           |  |  |  |  |  |           |
|---------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|---|----------|----------|----------|-----------|----|----|-----------|-----------|-----------|--|-----------|-----------|-----------|--|-----------|--|--|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING            |          |          |          |          |          | \$52,961 |          |          |   |          |          | \$76,897 |           |    |    |           |           | \$101,256 |  |           |           |           |  | \$142,286 |  |  |  |  |  | \$155,500 |
| PAY PLAN: ZP                          | I        |          |          |          |          | II       |          |          |   |          | III      |          |           |    |    | IV        |           |           |  |           | V         |           |  |           |  |  |  |  |  |           |
|                                       |          |          |          |          |          | \$21,686 | \$41,390 |          |   |          |          | \$61,255 |           |    |    |           | \$87,306  |           |  |           |           | \$121,357 |  |           |  |  |  |  |  |           |
|                                       |          |          |          |          |          | \$49,920 | \$72,483 |          |   |          |          | \$95,444 |           |    |    |           | \$134,118 |           |  |           |           | \$155,500 |  |           |  |  |  |  |  |           |
| SCIENTIFIC AND ENGINEERING TECHNICIAN |          |          |          | \$41,187 |          |          |          | \$63,215 |   |          |          | \$76,897 |           |    |    | \$101,256 |           |           |  | \$120,408 |           |           |  |           |  |  |  |  |  |           |
| PAY PLAN: ZT                          | I        |          |          | II       |          |          | III      |          |   | IV       |          |          | V         |    |    |           |           |           |  |           |           |           |  |           |  |  |  |  |  |           |
|                                       | \$21,686 |          |          | \$33,414 |          |          | \$50,628 |          |   | \$61,255 |          |          | \$87,306  |    |    |           |           |           |  |           |           |           |  |           |  |  |  |  |  |           |
|                                       | \$38,822 |          |          | \$59,586 |          |          | \$72,483 |          |   | \$95,444 |          |          | \$113,496 |    |    |           |           |           |  |           |           |           |  |           |  |  |  |  |  |           |
| ADMINISTRATIVE                        |          |          |          |          |          | \$51,366 |          |          |   |          |          | \$76,897 |           |    |    |           |           | \$101,256 |  |           |           |           |  | \$142,286 |  |  |  |  |  | \$155,500 |
| PAY PLAN: ZA                          | I        |          |          |          |          | II       |          |          |   |          | III      |          |           |    |    | IV        |           |           |  |           | V         |           |  |           |  |  |  |  |  |           |
|                                       | \$21,686 |          |          |          |          | \$41,390 |          |          |   |          | \$61,255 |          |           |    |    | \$87,306  |           |           |  |           | \$121,357 |           |  |           |  |  |  |  |  |           |
|                                       | \$48,417 |          |          |          |          | \$72,483 |          |          |   |          | \$95,444 |          |           |    |    | \$134,118 |           |           |  |           | \$155,500 |           |  |           |  |  |  |  |  |           |
| ADMINISTRATIVE SUPPORT                | \$32,554 | \$41,187 | \$51,366 | \$63,215 | \$76,897 |          |          |          |   |          |          |          |           |    |    |           |           |           |  |           |           |           |  |           |  |  |  |  |  |           |
| PAY PLAN: ZS                          | I        | II       | III      | IV       | V        |          |          |          |   |          |          |          |           |    |    |           |           |           |  |           |           |           |  |           |  |  |  |  |  |           |
|                                       | \$21,686 | \$26,603 | \$33,414 | \$41,390 | \$50,628 |          |          |          |   |          |          |          |           |    |    |           |           |           |  |           |           |           |  |           |  |  |  |  |  |           |
|                                       | \$30,685 | \$38,822 | \$48,417 | \$59,586 | \$72,483 |          |          |          |   |          |          |          |           |    |    |           |           |           |  |           |           |           |  |           |  |  |  |  |  |           |
| 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 2011 is \$ 5960.80

|           |           |
|-----------|-----------|
| 2010 rate | 2011 rate |
| 21.81     | 21.81     |

NIST Locality Increase Differential

$$1.2181 / 1.2181 = 1$$

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA**    Effective: **January 2, 2011**

Prev. Yr Rate: **.2181**      Curr. Yr Rate: **.2181**      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       | 21,686 - 33,566 | 41,390 - 55,209 | 61,255 - 76,450  | 87,306 - 108,111  | 121,357 - 136,532     |
| 02       | 33,567 - 42,477 | 55,210 - 65,573 | 76,451 - 87,846  | 108,112 - 123,715 | 136,533 - 147,913     |
| 03       | 42,478 - 48,417 | 65,574 - 72,483 | 87,847 - 95,444  | 123,716 - 134,118 | 147,914 - 155,500     |
| 04**     | 48,418 - 49,870 | 72,484 - 74,657 | 95,445 - 98,307  | 134,119 - 138,142 | 155,500 - 155,500***  |
| 05**     | 49,871 - 51,366 | 74,658 - 76,897 | 98,308 - 101,256 | 138,143 - 142,286 | 155,500 - 155,500**** |

Locality Area: **Seattle-Tacoma-Olympia, WA**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS**    Effective: **January 2, 2011**

Prev. Yr Rate: **.2181**      Curr. Yr Rate: **.2181**      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       | 21,686 - 25,686 | 26,603 - 32,034 | 33,414 - 40,082 | 41,390 - 49,477 | 50,628 - 60,341 |
| 02       | 25,687 - 28,685 | 32,035 - 36,107 | 40,083 - 45,083 | 49,478 - 55,542 | 60,342 - 67,626 |
| 03       | 28,686 - 30,685 | 36,108 - 38,822 | 45,084 - 48,417 | 55,543 - 59,586 | 67,627 - 72,483 |
| 04**     | 30,686 - 31,606 | 38,823 - 39,987 | 48,418 - 49,870 | 59,587 - 61,374 | 72,484 - 74,657 |
| 05**     | 31,607 - 32,554 | 39,988 - 41,187 | 49,871 - 51,366 | 61,375 - 63,215 | 74,658 - 76,897 |

Locality Area: **Seattle-Tacoma-Olympia, WA**

### 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 2, 2011

Prev. Yr Rate: .2181      Curr. Yr Rate: .2181      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       | 21,686 - 34,234 | 41,390 - 55,209 | 61,255 - 76,450  | 87,306 - 108,111  | 121,357 - 136,532     |
| 02       | 34,235 - 43,646 | 55,210 - 65,573 | 76,451 - 87,846  | 108,112 - 123,715 | 136,533 - 147,913     |
| 03       | 43,647 - 49,920 | 65,574 - 72,483 | 87,847 - 95,444  | 123,716 - 134,118 | 147,914 - 155,500     |
| 04**     | 49,921 - 51,418 | 72,484 - 74,657 | 95,445 - 98,307  | 134,119 - 138,142 | 155,500 - 155,500***  |
| 05**     | 51,419 - 52,961 | 74,658 - 76,897 | 98,308 - 101,256 | 138,143 - 142,286 | 155,500 - 155,500**** |

Locality Area: Seattle-Tacoma-Olympia, WA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 2, 2011

Prev. Yr Rate: .2181      Curr. Yr Rate: .2181      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       | 21,686 - 29,302 | 33,414 - 45,046 | 50,628 - 60,341 | 61,255 - 76,450  | 87,306 - 98,946   |
| 02       | 29,303 - 35,014 | 45,047 - 53,770 | 60,342 - 67,626 | 76,451 - 87,846  | 98,947 - 107,676  |
| 03       | 35,015 - 38,822 | 53,771 - 59,586 | 67,627 - 72,483 | 87,847 - 95,444  | 107,677 - 113,496 |
| 04**     | 38,823 - 39,987 | 59,587 - 61,374 | 72,484 - 74,657 | 95,445 - 98,307  | 113,497 - 116,901 |
| 05**     | 39,988 - 41,187 | 61,375 - 63,215 | 74,658 - 76,897 | 98,308 - 101,256 | 116,902 - 120,408 |

Locality Area: Seattle-Tacoma-Olympia, WA

### 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.