

2016

Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$53,789					\$76,773					\$97,938					\$137,623					\$160,300				
PAY PLAN: ZP	I				II				III				IV				V												
	\$20,975				\$40,033				\$59,246				\$84,443				\$117,376												
	\$50,701				\$72,366				\$92,316				\$129,723				\$152,593												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$39,838					\$61,141					\$74,372					\$97,938					\$116,466				
PAY PLAN: ZT	I				II				III				IV				V												
	\$20,975				\$32,318				\$48,968				\$59,246				\$84,443												
	\$37,551				\$57,631				\$70,103				\$92,316				\$109,781												
ADMINISTRATIVE									\$61,141					\$81,710					\$116,466					\$137,623					\$160,300
PAY PLAN: ZA	I				II				III				IV				V												
	\$20,975				\$48,968				\$71,012				\$99,785				\$117,376												
	\$57,631				\$77,019				\$109,781				\$129,723				\$152,593												
ADMINISTRATIVE SUPPORT	\$31,492	\$39,838	\$49,683	\$61,141	\$74,372																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$20,975	\$25,731	\$32,318	\$40,033	\$48,968																								
	\$29,684	\$37,551	\$46,831	\$57,631	\$70,103																								
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, \$157,171, Division Chiefs' pay ceiling \$160,300

The GS-15, step 10, biweekly gross maximum pay limitation for 2016 is \$ 5849.60

2015 rate	2016 rate	NIST Locality Increase Differential
14.16	14.35	1.1435 / 1.1416 = 1.00166

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 10, 2016**

Prev. Yr Rate: **.1416** Curr. Yr Rate: **.1435** Loc. Diff: **1.00166** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	20,975 - 37,267	48,968 - 61,435	71,012 - 88,243	99,785 - 113,091	117,376 - 133,028
02	37,268 - 49,485	61,436 - 70,785	88,244 - 101,166	113,092 - 123,070	133,029 - 144,767
03	49,486 - 57,631	70,786 - 77,019	101,167 - 109,781	123,071 - 129,723	144,768 - 152,593
04**	57,632 - 59,360	77,020 - 79,330	109,782 - 113,074	129,724 - 133,615	152,594 - 157,171***
05**	59,361 - 61,141	79,331 - 81,710	113,075 - 116,466	133,616 - 137,623	157,172 - 160,300****

Locality Area: **Rest of U.S.**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 10, 2016**

Prev. Yr Rate: **.1416** Curr. Yr Rate: **.1435** Loc. Diff: **1.00166** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	20,975 - 24,846	25,731 - 30,984	32,318 - 38,768	40,033 - 47,854	48,968 - 58,361
02	24,847 - 27,749	30,985 - 34,924	38,769 - 43,606	47,855 - 53,720	58,362 - 65,406
03	27,750 - 29,684	34,925 - 37,551	43,607 - 46,831	53,721 - 57,631	65,407 - 70,103
04**	29,685 - 30,575	37,552 - 38,678	46,832 - 48,236	57,632 - 59,360	70,104 - 72,206
05**	30,576 - 31,492	38,679 - 39,838	48,237 - 49,683	59,361 - 61,141	72,207 - 74,372

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 10, 2016

Prev. Yr Rate: .1416 Curr. Yr Rate: .1435 Loc. Diff: 1.00166 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	20,975 - 34,187	40,033 - 54,403	59,246 - 73,944	84,443 - 104,567	117,376 - 133,028
02	34,188 - 44,095	54,404 - 65,181	73,945 - 84,967	104,568 - 119,661	133,029 - 144,767
03	44,096 - 50,701	65,182 - 72,366	84,968 - 92,316	119,662 - 129,723	144,768 - 152,593
04**	50,702 - 52,222	72,367 - 74,537	92,317 - 95,085	129,724 - 133,615	152,594 - 157,171***
05**	52,223 - 53,789	74,538 - 76,773	95,086 - 97,938	133,616 - 137,623	157,172 - 160,300****

Locality Area: Rest of U.S.

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 10, 2016

Prev. Yr Rate: .1416 Curr. Yr Rate: .1435 Loc. Diff: 1.00166 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	20,975 - 28,342	32,318 - 43,568	48,968 - 58,361	59,246 - 73,944	84,443 - 95,704
02	28,343 - 33,867	43,569 - 52,006	58,362 - 65,406	73,945 - 84,967	95,705 - 104,150
03	33,868 - 37,551	52,007 - 57,631	65,407 - 70,103	84,968 - 92,316	104,151 - 109,781
04**	37,552 - 38,678	57,632 - 59,360	70,104 - 72,206	92,317 - 95,085	109,782 - 113,074
05**	38,679 - 39,838	59,361 - 61,141	72,207 - 74,372	95,086 - 97,938	113,075 - 116,466

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.