

2016 Alternative Personnel Management System

Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$58,855						\$81,157			\$106,871						\$150,176			\$160,300
PAY PLAN: ZP	I					II					III		IV					V						
	\$22,888					\$43,684					\$64,650		\$92,145					\$128,082						
	\$55,477					\$76,498					\$100,736		\$141,555					\$160,300						
SCIENTIFIC AND ENGINEERING TECHNICIAN			\$43,472					\$66,718				\$81,157				\$106,871				\$127,090				
PAY PLAN: ZT	I		II			III			IV			V												
	\$22,888		\$35,265			\$53,435			\$64,650			\$92,145												
	\$40,977		\$62,888			\$76,498			\$100,736			\$119,794												
ADMINISTRATIVE							\$66,718					\$89,162				\$127,090				\$150,176				\$160,300
PAY PLAN: ZA	I						II			III			IV			V								
	\$22,888						\$53,435			\$77,490			\$108,887			\$128,082								
	\$62,888						\$84,044			\$119,794			\$141,555			\$160,300								
ADMINISTRATIVE SUPPORT			\$34,365				\$43,472				\$54,214				\$66,718				\$81,157					
PAY PLAN: ZS	I		II		III		IV		V															
	\$22,888		\$28,078		\$35,265		\$43,684		\$53,435															
	\$32,392		\$40,977		\$51,102		\$62,888		\$76,498															
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, \$160,300, Division Chiefs' pay ceiling \$160,300

The GS-15, step 10, biweekly gross maximum pay limitation for 2016 is \$ 6144.80

2015 rate	2016 rate	NIST Locality Increase Differential		
24.22	24.78	1.2478	/	1.2422 = 1.00451

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 10, 2016

Prev. Yr Rate: .2422 Curr. Yr Rate: .2478 Loc. Diff: 1.00451 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	22,888 - 40,666	53,435 - 67,039	77,490 - 96,292	108,887 - 123,406	128,082 - 142,401
02	40,667 - 53,999	67,040 - 77,242	96,293 - 110,393	123,407 - 134,295	142,402 - 153,140
03	54,000 - 62,888	77,243 - 84,044	110,394 - 119,794	134,296 - 141,555	153,141 - 160,300
04**	62,889 - 64,775	84,045 - 86,565	119,795 - 123,388	141,556 - 145,802	160,300 - 160,300***
05**	64,776 - 66,718	86,566 - 89,162	123,389 - 127,090	145,803 - 150,176	160,300 - 160,300****

Locality Area: Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 10, 2016

Prev. Yr Rate: .2422 Curr. Yr Rate: .2478 Loc. Diff: 1.00451 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	22,888 - 27,112	28,078 - 33,811	35,265 - 42,304	43,684 - 52,219	53,435 - 63,685
02	27,113 - 30,280	33,812 - 38,111	42,305 - 47,583	52,220 - 58,620	63,686 - 71,373
03	30,281 - 32,392	38,112 - 40,977	47,584 - 51,102	58,621 - 62,888	71,374 - 76,498
04**	32,393 - 33,364	40,978 - 42,206	51,103 - 52,635	62,889 - 64,775	76,499 - 78,793
05**	33,365 - 34,365	42,207 - 43,472	52,636 - 54,214	64,776 - 66,718	78,794 - 81,157

Locality Area: Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV

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: .2422 Curr. Yr Rate: .2478 Loc. Diff: 1.00451 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	22,888 - 37,372	43,684 - 58,268	64,650 - 80,688	92,145 - 114,105	128,082 - 142,401
02	37,373 - 48,235	58,269 - 69,206	80,689 - 92,717	114,106 - 130,575	142,402 - 153,140
03	48,236 - 55,477	69,207 - 76,498	92,718 - 100,736	130,576 - 141,555	153,141 - 160,300
04**	55,478 - 57,141	76,499 - 78,793	100,737 - 103,758	141,556 - 145,802	160,300 - 160,300***
05**	57,142 - 58,855	78,794 - 81,157	103,759 - 106,871	145,803 - 150,176	160,300 - 160,300****

Locality Area: Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 10, 2016

Prev. Yr Rate: .2422 Curr. Yr Rate: .2478 Loc. Diff: 1.00451 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	22,888 - 30,928	35,265 - 47,542	53,435 - 63,685	64,650 - 80,688	92,145 - 104,433
02	30,929 - 36,957	47,543 - 56,750	63,686 - 71,373	80,689 - 92,717	104,434 - 113,650
03	36,958 - 40,977	56,751 - 62,888	71,374 - 76,498	92,718 - 100,736	113,651 - 119,794
04**	40,978 - 42,206	62,889 - 64,775	76,499 - 78,793	100,737 - 103,758	119,795 - 123,388
05**	42,207 - 43,472	64,776 - 66,718	78,794 - 81,157	103,759 - 106,871	123,389 - 127,090

Locality Area: Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV

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.