

2015

Alternative Personnel Management System

Effective: November 29, 2015

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

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$58,277						\$80,107						\$105,343						\$148,020						\$158,700
	I					II					III					IV					V									
PAY PLAN: ZP	\$22,560					\$43,057					\$63,722					\$90,823					\$126,245									
	\$54,932					\$75,509					\$99,296					\$139,523					\$158,700									
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$42,853					\$65,770					\$79,987					\$105,343					\$125,259						
	I			II			III			IV			V																	
PAY PLAN: ZT	\$22,560			\$34,759			\$52,668			\$63,722			\$90,823																	
	\$40,393			\$61,994			\$75,395			\$99,296			\$118,069																	
ADMINISTRATIVE								\$65,770						\$87,885					\$125,259				\$148,020					\$158,700		
	I							II				III				IV				V										
PAY PLAN: ZA	\$22,560							\$52,668				\$76,378				\$107,325				\$126,245										
	\$61,994							\$82,840				\$118,069				\$139,523				\$158,700										
ADMINISTRATIVE SUPPORT			\$33,866				\$42,853				\$53,442				\$65,770				\$79,987											
	I		II		III		IV		V																					
PAY PLAN: ZS	\$22,560		\$27,675		\$34,759		\$43,057		\$52,668																					
	\$31,922		\$40,393		\$50,374		\$61,994		\$75,395																					
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, \$158,700, Division Chiefs' pay ceiling \$158,700

The GS-15, step 10, biweekly gross maximum pay limitation for 2015 is \$ 6083.20

2014 rate	2015 rate
24.22	24.22

NIST Locality Increase Differential

$$1.2422 / 1.2422 = 1$$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **November 29, 2015**

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

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	22,560 - 40,086	52,668 - 66,078	76,378 - 94,907	107,325 - 121,635	126,245 - 140,669
02	40,087 - 53,231	66,079 - 76,135	94,908 - 108,804	121,636 - 132,368	140,670 - 151,488
03	53,232 - 61,994	76,136 - 82,840	108,805 - 118,069	132,369 - 139,523	151,489 - 158,700
04**	61,995 - 63,854	82,841 - 85,325	118,070 - 121,611	139,524 - 143,709	158,700 - 158,700***
05**	63,855 - 65,770	85,326 - 87,885	121,612 - 125,259	143,710 - 148,020	158,700 - 158,700****

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

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **November 29, 2015**

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

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	22,560 - 26,721	27,675 - 33,327	34,759 - 41,699	43,057 - 51,473	52,668 - 62,769
02	26,722 - 29,842	33,328 - 37,567	41,700 - 46,904	51,474 - 57,786	62,770 - 70,345
03	29,843 - 31,922	37,568 - 40,393	46,905 - 50,374	57,787 - 61,994	70,346 - 75,395
04**	31,923 - 32,880	40,394 - 41,605	50,375 - 51,885	61,995 - 63,854	75,396 - 77,657
05**	32,881 - 33,866	41,606 - 42,853	51,886 - 53,442	63,855 - 65,770	77,658 - 79,987

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: November 29, 2015

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

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	22,560 - 36,948	43,057 - 57,480	63,722 - 79,533	90,823 - 112,467	126,245 - 140,669
02	36,949 - 47,738	57,481 - 68,297	79,534 - 91,391	112,468 - 128,701	140,670 - 151,488
03	47,739 - 54,932	68,298 - 75,509	91,392 - 99,296	128,702 - 139,523	151,489 - 158,700
04**	54,933 - 56,580	75,510 - 77,774	99,297 - 102,275	139,524 - 143,709	158,700 - 158,700***
05**	56,581 - 58,277	77,775 - 80,107	102,276 - 105,343	143,710 - 148,020	158,700 - 158,700****

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

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: November 29, 2015

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

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	22,560 - 30,486	34,759 - 46,863	52,668 - 62,769	63,722 - 79,533	90,823 - 102,932
02	30,487 - 36,430	46,864 - 55,942	62,770 - 70,345	79,534 - 91,391	102,933 - 112,014
03	36,431 - 40,393	55,943 - 61,994	70,346 - 75,395	91,392 - 99,296	112,015 - 118,069
04**	40,394 - 41,605	61,995 - 63,854	75,396 - 77,657	99,297 - 102,275	118,070 - 121,611
05**	41,606 - 42,853	63,855 - 65,770	77,658 - 79,987	102,276 - 105,343	121,612 - 125,259

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.