

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					
PAY PLAN: ZP	I					II					III					IV					V														
						\$43,057						\$63,722						\$90,823						\$126,245											
						\$75,509						\$99,296						\$139,523						\$158,700											
SCIENTIFIC AND ENGINEERING TECHNICIAN						\$42,853						\$65,770						\$79,987						\$105,343						\$125,259					
PAY PLAN: ZT	I					II					III					IV					V														
						\$34,759						\$52,668						\$63,722						\$90,823											
						\$61,994						\$75,395						\$99,296						\$118,069											
ADMINISTRATIVE											\$65,770						\$87,885						\$125,259						\$148,020						\$158,700
PAY PLAN: ZA	I					II					III					IV					V														
											\$52,668						\$76,378						\$107,325						\$126,245						
											\$82,840						\$118,069						\$139,523						\$158,700						
ADMINISTRATIVE SUPPORT	\$33,866		\$42,853		\$53,442			\$65,770			\$79,987																								
PAY PLAN: ZS	I		II		III			IV			V																								
	\$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	NIST Locality Increase Differential
24.22	24.22	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.