

2015

Alternative Personnel Management System

Effective: November 29, 2015

Rest of U.S.

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|----------|---|----------|----------|----------|----------|----------|----------|----------|----------|-----------|----------|-----------|----|----------|-----------|----------|----------|--|-----------|-----------|--|-----------|-----------|--|--|--|--|-----------|-----------|--|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | | \$53,260 | | | | | | \$76,015 | | | | | | \$96,813 | | | | | | \$136,032 | | | | | | \$158,700 | | | | | |
| | I | | | | | II | | | | | III | | | | | IV | | | | | V | | | | | | | | | | | | | | |
| PAY PLAN: ZP | \$20,733 | | | | | \$39,570 | | | | | \$58,562 | | | | | \$83,468 | | | | | \$116,021 | | | | | | | | | | | | | | |
| | \$50,203 | | | | | \$71,651 | | | | | \$91,255 | | | | | \$128,223 | | | | | \$150,830 | | | | | | | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | \$39,382 | | | | \$60,443 | | | | \$73,509 | | | | \$96,813 | | | | \$115,115 | | | | | | | | | | | | | | | |
| | I | | | II | | | III | | | IV | | | V | | | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZT | \$20,733 | | | \$31,944 | | | \$48,403 | | | \$58,562 | | | \$83,468 | | | | | | | | | | | | | | | | | | | | | | |
| | \$37,121 | | | \$56,974 | | | \$69,289 | | | \$91,255 | | | \$108,507 | | | | | | | | | | | | | | | | | | | | | | |
| ADMINISTRATIVE | | | | | | | | | | | \$60,443 | | | | | | \$80,767 | | | | | | \$115,115 | | | | | | \$136,032 | | | | | | \$158,700 |
| | I | | | | | II | | | | | III | | | | | IV | | | | | V | | | | | | | | | | | | | | |
| PAY PLAN: ZA | \$20,733 | | | | | \$48,403 | | | | | \$70,192 | | | | | \$98,633 | | | | | \$116,021 | | | | | | | | | | | | | | |
| | \$56,974 | | | | | \$76,131 | | | | | \$108,507 | | | | | \$128,223 | | | | | \$150,830 | | | | | | | | | | | | | | |
| ADMINISTRATIVE SUPPORT | | | \$31,124 | | | \$39,382 | | | \$49,113 | | | \$60,443 | | | \$73,509 | | | | | | | | | | | | | | | | | | | | |
| | I | | II | | III | | IV | | V | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | \$20,733 | | \$25,434 | | \$31,944 | | \$39,570 | | \$48,403 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$29,337 | | \$37,121 | | \$46,294 | | \$56,974 | | \$69,289 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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, \$155,355, Division Chiefs' pay ceiling \$158,700

The GS-15, step 10, biweekly gross maximum pay limitation for 2015 is \$ 5781.60

| | |
|-----------|-----------|
| 2014 rate | 2015 rate |
| 14.16 | 14.16 |

NIST Locality Increase Differential

1.1416 / 1.1416 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA

Effective: November 29, 2015

Prev. Yr Rate: .1416

Curr. Yr Rate: .1416

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 | 20,733 - 36,840 | 48,403 - 60,727 | 70,192 - 87,221 | 98,633 - 111,784 | 116,021 - 131,492 |
| 02 | 36,841 - 48,920 | 60,728 - 69,969 | 87,222 - 99,993 | 111,785 - 121,647 | 131,493 - 143,095 |
| 03 | 48,921 - 56,974 | 69,970 - 76,131 | 99,994 - 108,507 | 121,648 - 128,223 | 143,096 - 150,830 |
| 04** | 56,975 - 58,683 | 76,132 - 78,415 | 108,508 - 111,762 | 128,224 - 132,070 | 150,831 - 155,355*** |
| 05** | 58,684 - 60,443 | 78,416 - 80,767 | 111,763 - 115,115 | 132,071 - 136,032 | 155,356 - 158,700**** |
| Locality Area: | Rest of U.S. | | | | |

ADMINISTRATIVE SUPPORT

Pay Plan: ZS

Effective: November 29, 2015

Prev. Yr Rate: .1416

Curr. Yr Rate: .1416

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 | 20,733 - 24,557 | 25,434 - 30,628 | 31,944 - 38,322 | 39,570 - 47,305 | 48,403 - 57,686 |
| 02 | 24,558 - 27,425 | 30,629 - 34,524 | 38,323 - 43,105 | 47,306 - 53,106 | 57,687 - 64,648 |
| 03 | 27,426 - 29,337 | 34,525 - 37,121 | 43,106 - 46,294 | 53,107 - 56,974 | 64,649 - 69,289 |
| 04** | 29,338 - 30,217 | 37,122 - 38,235 | 46,295 - 47,683 | 56,975 - 58,683 | 69,290 - 71,368 |
| 05** | 30,218 - 31,124 | 38,236 - 39,382 | 47,684 - 49,113 | 58,684 - 60,443 | 71,369 - 73,509 |
| 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: November 29, 2015

Prev. Yr Rate: .1416

Curr. Yr Rate: .1416

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 | 20,733 - 33,831 | 39,570 - 53,828 | 58,562 - 73,092 | 83,468 - 103,359 | 116,021 - 131,492 |
| 02 | 33,832 - 43,654 | 53,829 - 64,522 | 73,093 - 83,990 | 103,360 - 118,277 | 131,493 - 143,095 |
| 03 | 43,655 - 50,203 | 64,523 - 71,651 | 83,991 - 91,255 | 118,278 - 128,223 | 143,096 - 150,830 |
| 04** | 50,204 - 51,709 | 71,652 - 73,801 | 91,256 - 93,993 | 128,224 - 132,070 | 150,831 - 155,355*** |
| 05** | 51,710 - 53,260 | 73,802 - 76,015 | 93,994 - 96,813 | 132,071 - 136,032 | 155,356 - 158,700**** |
| Locality Area: | Rest of U.S. | | | | |

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT

Effective: November 29, 2015

Prev. Yr Rate: .1416

Curr. Yr Rate: .1416

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 | 20,733 - 28,017 | 31,944 - 43,068 | 48,403 - 57,686 | 58,562 - 73,092 | 83,468 - 94,596 |
| 02 | 28,018 - 33,479 | 43,069 - 51,412 | 57,687 - 64,648 | 73,093 - 83,990 | 94,597 - 102,943 |
| 03 | 33,480 - 37,121 | 51,413 - 56,974 | 64,649 - 69,289 | 83,991 - 91,255 | 102,944 - 108,507 |
| 04** | 37,122 - 38,235 | 56,975 - 58,683 | 69,290 - 71,368 | 91,256 - 93,993 | 108,508 - 111,762 |
| 05** | 38,236 - 39,382 | 58,684 - 60,443 | 71,369 - 73,509 | 93,994 - 96,813 | 111,763 - 115,115 |
| 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.