

2015

Alternative Personnel Management System

Effective: November 29, 2015

Seattle-Tacoma-Olympia, WA

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$54,033						\$78,436						\$103,300						\$145,148						\$158,700					
PAY PLAN: ZP	I					II					III					IV					V														
						\$42,222						\$62,486						\$89,061						\$123,796											
						\$73,933						\$97,370						\$136,816						\$158,700											
SCIENTIFIC AND ENGINEERING TECHNICIAN						\$42,021						\$64,494						\$78,436						\$103,300						\$122,829					
PAY PLAN: ZT	I					II					III					IV					V														
						\$34,085						\$51,646						\$62,486						\$89,061											
						\$60,792						\$73,933						\$97,370						\$115,778											
ADMINISTRATIVE											\$64,494						\$86,180						\$122,829						\$145,148						\$158,700
PAY PLAN: ZA	I					II					III					IV					V														
											\$51,646						\$74,896						\$105,243												
											\$81,233						\$115,778						\$136,816												
ADMINISTRATIVE SUPPORT	\$33,209		\$42,021		\$52,404			\$64,494			\$78,436																								
PAY PLAN: ZS	I		II		III			IV			V																								
	\$22,122		\$27,138		\$34,085			\$42,222			\$51,646																								
	\$31,303		\$39,609		\$49,396			\$60,792			\$73,933																								
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
21.81	21.81	1.2181 / 1.2181 = 1

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: .2181 Curr. Yr Rate: .2181 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	22,122 - 39,309	51,646 - 64,796	74,896 - 93,066	105,243 - 119,275	123,796 - 139,309
02	39,310 - 52,199	64,797 - 74,658	93,067 - 106,693	119,276 - 129,800	139,310 - 150,944
03	52,200 - 60,792	74,659 - 81,233	106,694 - 115,778	129,801 - 136,816	150,945 - 158,700
04**	60,793 - 62,616	81,234 - 83,670	115,779 - 119,251	136,817 - 140,920	158,700 - 158,700***
05**	62,617 - 64,494	83,671 - 86,180	119,252 - 122,829	140,921 - 145,148	158,700 - 158,700****

Locality Area: **Seattle-Tacoma-Olympia, WA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: .2181 Curr. Yr Rate: .2181 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	22,122 - 26,202	27,138 - 32,681	34,085 - 40,890	42,222 - 50,475	51,646 - 61,551
02	26,203 - 29,263	32,682 - 36,838	40,891 - 45,994	50,476 - 56,665	61,552 - 68,980
03	29,264 - 31,303	36,839 - 39,609	45,995 - 49,396	56,666 - 60,792	68,981 - 73,933
04**	31,304 - 32,242	39,610 - 40,797	49,397 - 50,878	60,793 - 62,616	73,934 - 76,151
05**	32,243 - 33,209	40,798 - 42,021	50,879 - 52,404	62,617 - 64,494	76,152 - 78,436

Locality Area: **Seattle-Tacoma-Olympia, WA**

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: .2181 Curr. Yr Rate: .2181 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	22,122 - 34,926	42,222 - 56,316	62,486 - 77,990	89,061 - 110,285	123,796 - 139,309
02	34,927 - 44,529	56,317 - 66,886	77,991 - 89,618	110,286 - 126,204	139,310 - 150,944
03	44,530 - 50,931	66,887 - 73,933	89,619 - 97,370	126,205 - 136,816	150,945 - 158,700
04**	50,932 - 52,459	73,934 - 76,151	97,371 - 100,291	136,817 - 140,920	158,700 - 158,700***
05**	52,460 - 54,033	76,152 - 78,436	100,292 - 103,300	140,921 - 145,148	158,700 - 158,700****

Locality Area: Seattle-Tacoma-Olympia, WA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT

Effective: November 29, 2015

Prev. Yr Rate: .2181 Curr. Yr Rate: .2181 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	22,122 - 29,894	34,085 - 45,955	51,646 - 61,551	62,486 - 77,990	89,061 - 100,935
02	29,895 - 35,723	45,956 - 54,857	61,552 - 68,980	77,991 - 89,618	100,936 - 109,841
03	35,724 - 39,609	54,858 - 60,792	68,981 - 73,933	89,619 - 97,370	109,842 - 115,778
04**	39,610 - 40,797	60,793 - 62,616	73,934 - 76,151	97,371 - 100,291	115,779 - 119,251
05**	40,798 - 42,021	62,617 - 64,494	76,152 - 78,436	100,292 - 103,300	119,252 - 122,829

Locality Area: Seattle-Tacoma-Olympia, WA

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.