

2016 Alternative Personnel Management System

International

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$50,671						\$76,773			\$99,797						\$140,236			\$160,300	
PAY PLAN: ZP	I					II					III		IV					V							
	\$21,373					\$40,792					\$60,370		\$86,045					\$119,603							
	\$47,762					\$72,366					\$94,068		\$132,185					\$155,489							
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$40,594					\$62,302				\$75,784				\$99,797				\$118,677				
PAY PLAN: ZT	I			II			III			IV			V												
	\$21,373			\$32,931			\$49,897			\$60,370			\$86,045												
	\$38,264			\$58,725			\$71,434			\$94,068			\$111,864												
ADMINISTRATIVE								\$62,302					\$83,260				\$118,677				\$140,236				\$160,300
PAY PLAN: ZA	I							II			III			IV		V									
	\$21,373							\$49,897			\$72,360			\$101,679		\$119,603									
	\$58,725							\$78,481			\$111,864			\$132,185		\$155,489									
ADMINISTRATIVE SUPPORT			\$32,089				\$40,594				\$50,627				\$62,302				\$75,784						
PAY PLAN: ZS	I		II		III		IV		V																
	\$21,373		\$26,219		\$32,931		\$40,792		\$49,897																
	\$30,247		\$38,264		\$47,720		\$58,725		\$71,434																
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, \$160,154 , Division Chiefs' pay ceiling \$160,300

The GS-15, step 10, biweekly gross maximum pay limitation for 2016 is \$ 5960.00

2015 rate	2016 rate	NIST Locality Increase Differential
16.14	16.52	1.1652 / 1.1614 = 1.00327

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 10, 2016

Prev. Yr Rate: .1614 Curr. Yr Rate: .1652 Loc. Diff: 1.00327 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	21,373 - 37,974	49,897 - 62,601	72,360 - 89,917	101,679 - 115,237	119,603 - 135,552
02	37,975 - 50,425	62,602 - 72,129	89,918 - 103,085	115,238 - 125,406	135,553 - 147,514
03	50,426 - 58,725	72,130 - 78,481	103,086 - 111,864	125,407 - 132,185	147,515 - 155,489
04**	58,726 - 60,487	78,482 - 80,835	111,865 - 115,220	132,186 - 136,151	155,490 - 160,154***
05**	60,488 - 62,302	80,836 - 83,260	115,221 - 118,677	136,152 - 140,236	160,155 - 160,300****

Locality Area: International

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 10, 2016

Prev. Yr Rate: .1614 Curr. Yr Rate: .1652 Loc. Diff: 1.00327 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	21,373 - 25,317	26,219 - 31,572	32,931 - 39,504	40,792 - 48,762	49,897 - 59,469
02	25,318 - 28,275	31,573 - 35,587	39,505 - 44,434	48,763 - 54,740	59,470 - 66,648
03	28,276 - 30,247	35,588 - 38,264	44,435 - 47,720	54,741 - 58,725	66,649 - 71,434
04**	30,248 - 31,154	38,265 - 39,412	47,721 - 49,152	58,726 - 60,487	71,435 - 73,577
05**	31,155 - 32,089	39,413 - 40,594	49,153 - 50,627	60,488 - 62,302	73,578 - 75,784

Locality Area: International

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: .1614 Curr. Yr Rate: .1652 Loc. Diff: 1.00327 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	21,373 - 33,101	40,792 - 54,825	60,370 - 75,347	86,045 - 106,552	119,603 - 135,552
02	33,102 - 41,898	54,826 - 65,350	75,348 - 86,580	106,553 - 121,932	135,553 - 147,514
03	41,899 - 47,762	65,351 - 72,366	86,581 - 94,068	121,933 - 132,185	147,515 - 155,489
04**	47,763 - 49,195	72,367 - 74,537	94,069 - 96,890	132,186 - 136,151	155,490 - 160,154***
05**	49,196 - 50,671	74,538 - 76,773	96,891 - 99,797	136,152 - 140,236	160,155 - 160,300****

Locality Area: International

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 10, 2016

Prev. Yr Rate: .1614 Curr. Yr Rate: .1652 Loc. Diff: 1.00327 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	21,373 - 28,880	32,931 - 44,395	49,897 - 59,469	60,370 - 75,347	86,045 - 97,520
02	28,881 - 34,510	44,396 - 52,993	59,470 - 66,648	75,348 - 86,580	97,521 - 106,126
03	34,511 - 38,264	52,994 - 58,725	66,649 - 71,434	86,581 - 94,068	106,127 - 111,864
04**	38,265 - 39,412	58,726 - 60,487	71,435 - 73,577	94,069 - 96,890	111,865 - 115,220
05**	39,413 - 40,594	60,488 - 62,302	73,578 - 75,784	96,891 - 99,797	115,221 - 118,677

Locality Area: International

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.