

2015 Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$58,144						\$87,025			\$114,613				\$158,700			\$158,700	
PAY PLAN: ZP	I					\$24,545 \$54,806	II					\$46,846 \$82,029	III		\$69,329 \$108,034	IV			\$98,815 \$151,799	V		\$137,353 \$158,700	
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$46,623					\$71,556			\$87,025			\$114,613			\$136,280				
PAY PLAN: ZT	I				\$24,545 \$43,947	II				\$37,818 \$67,449	III		\$57,302 \$82,029	IV		\$69,329 \$108,034	V		\$98,815 \$128,457				
ADMINISTRATIVE						\$58,144						\$87,025			\$114,613				\$158,700			\$158,700	
PAY PLAN: ZA	I					\$24,545 \$54,806	II					\$46,846 \$82,029	III		\$69,329 \$108,034	IV			\$98,815 \$151,799	V		\$137,353 \$158,700	
ADMINISTRATIVE SUPPORT			\$36,846				\$46,623				\$58,144				\$71,556				\$87,025				
PAY PLAN: ZS	I		II		III		IV		V														
	\$24,545		\$30,110		\$37,818		\$46,846		\$57,302														
	\$34,731		\$43,947		\$54,806		\$67,449		\$82,029														
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
35.15	35.15	1.3515 / 1.3515 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2015

Prev. Yr Rate: .3515 Curr. Yr Rate: .3515 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	24,545 - 37,994	46,846 - 62,483	69,329 - 86,531	98,815 - 122,363	137,353 - 146,841
02	37,995 - 48,081	62,484 - 74,211	86,532 - 99,433	122,364 - 140,025	146,842 - 153,956
03	48,082 - 54,806	74,212 - 82,029	99,434 - 108,034	140,026 - 151,799	153,957 - 158,700
04**	54,807 - 56,450	82,030 - 84,490	108,035 - 111,275	151,800 - 156,353	158,700 - 158,700***
05**	56,451 - 58,144	84,491 - 87,025	111,276 - 114,613	156,354 - 158,700	158,700 - 158,700****

Locality Area: San Jose-San Francisco-Oakland, CA

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2015

Prev. Yr Rate: .3515 Curr. Yr Rate: .3515 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	24,545 - 29,072	30,110 - 36,260	37,818 - 45,368	46,846 - 56,003	57,302 - 68,292
02	29,073 - 32,467	36,261 - 40,872	45,369 - 51,031	56,004 - 62,871	68,293 - 76,534
03	32,468 - 34,731	40,873 - 43,947	51,032 - 54,806	62,872 - 67,449	76,535 - 82,029
04**	34,732 - 35,773	43,948 - 45,265	54,807 - 56,450	67,450 - 69,472	82,030 - 84,490
05**	35,774 - 36,846	45,266 - 46,623	56,451 - 58,144	69,473 - 71,556	84,491 - 87,025

Locality Area: San Jose-San Francisco-Oakland, CA

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 11, 2015

Prev. Yr Rate: .3515 Curr. Yr Rate: .3515 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	24,545 - 37,994	46,846 - 62,483	69,329 - 86,531	98,815 - 122,363	137,353 - 146,841
02	37,995 - 48,081	62,484 - 74,211	86,532 - 99,433	122,364 - 140,025	146,842 - 153,956
03	48,082 - 54,806	74,212 - 82,029	99,434 - 108,034	140,026 - 151,799	153,957 - 158,700
04**	54,807 - 56,450	82,030 - 84,490	108,035 - 111,275	151,800 - 156,353	158,700 - 158,700***
05**	56,451 - 58,144	84,491 - 87,025	111,276 - 114,613	156,354 - 158,700	158,700 - 158,700****

Locality Area: San Jose-San Francisco-Oakland, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2015

Prev. Yr Rate: .3515 Curr. Yr Rate: .3515 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	24,545 - 33,168	37,818 - 50,987	57,302 - 68,292	69,329 - 86,531	98,815 - 111,989
02	33,169 - 39,635	50,988 - 60,864	68,293 - 76,534	86,532 - 99,433	111,990 - 121,870
03	39,636 - 43,947	60,865 - 67,449	76,535 - 82,029	99,434 - 108,034	121,871 - 128,457
04**	43,948 - 45,265	67,450 - 69,472	82,030 - 84,490	108,035 - 111,275	128,458 - 132,311
05**	45,266 - 46,623	69,473 - 71,556	84,491 - 87,025	111,276 - 114,613	132,312 - 136,280

Locality Area: San Jose-San Francisco-Oakland, CA

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.