# Alternative Personnel Management System

Columbus-Marion-Chillicothe, OH

## CAREER PATH

### SCIENTIFIC AND ENGINEERING

<table>
<thead>
<tr>
<th>PAY PLAN: ZP</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td>$21,951</td>
<td>$41,897</td>
<td>$62,005</td>
<td>$88,375</td>
<td>$122,841</td>
<td></td>
</tr>
<tr>
<td>$51,958</td>
<td>$73,371</td>
<td>$96,168</td>
<td>$135,763</td>
<td>$159,696</td>
<td></td>
</tr>
</tbody>
</table>

### SCIENTIFIC AND ENGINEERING TECHNICIAN

<table>
<thead>
<tr>
<th>PAY PLAN: ZT</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td>$21,951</td>
<td>$33,823</td>
<td>$51,248</td>
<td>$62,005</td>
<td>$88,375</td>
<td></td>
</tr>
<tr>
<td>$39,296</td>
<td>$60,316</td>
<td>$73,371</td>
<td>$96,168</td>
<td>$114,886</td>
<td></td>
</tr>
</tbody>
</table>

### ADMINISTRATIVE

<table>
<thead>
<tr>
<th>PAY PLAN: ZA</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td>$21,951</td>
<td>$51,248</td>
<td>$74,319</td>
<td>$104,432</td>
<td>$122,841</td>
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</tr>
<tr>
<td>$60,316</td>
<td>$80,603</td>
<td>$114,886</td>
<td>$135,763</td>
<td>$159,696</td>
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</table>

### ADMINISTRATIVE SUPPORT

<table>
<thead>
<tr>
<th>PAY PLAN: ZS</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td>$21,951</td>
<td>$26,929</td>
<td>$33,823</td>
<td>$41,897</td>
<td>$51,248</td>
<td></td>
</tr>
<tr>
<td>$31,060</td>
<td>$39,296</td>
<td>$49,017</td>
<td>$60,316</td>
<td>$73,371</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Corresponding GS Grade</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
</tr>
</thead>
</table>

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, $161,900.
- Division Chiefs' pay ceiling, $161,900.
- The GS-15, step 10, biweekly gross maximum pay limitation for 2017 is $6,121.60.

<table>
<thead>
<tr>
<th>Year</th>
<th>rate</th>
<th>Year</th>
<th>rate</th>
<th>NIST Locality Increase Differential</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>17.41</td>
<td>2017</td>
<td>18.49</td>
<td>1.1849 / 1.1741 = 1.0092</td>
</tr>
</tbody>
</table>
## NIST Pay Tables

### ADMINISTRATIVE Pay Plan: ZA Effective: January 08, 2017

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>0.1741</td>
<td>0.1849</td>
<td>1.0092</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Band</th>
<th>GS Range</th>
<th>Interval</th>
<th>I - II</th>
<th>III - IV</th>
<th>V - V</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>1-8</td>
<td>9-11</td>
<td>12-13</td>
<td>14-14</td>
<td>15-15</td>
</tr>
<tr>
<td></td>
<td>01</td>
<td>02</td>
<td>03</td>
<td>04**</td>
<td>05**</td>
</tr>
<tr>
<td></td>
<td>21,951 - 39,002</td>
<td>39,003 - 51,790</td>
<td>51,791 - 60,316</td>
<td>60,317 - 62,125</td>
<td>62,126 - 63,989</td>
</tr>
<tr>
<td></td>
<td>51,248 - 64,295</td>
<td>64,296 - 74,080</td>
<td>74,081 - 80,603</td>
<td>80,604 - 83,021</td>
<td>83,022 - 85,512</td>
</tr>
<tr>
<td></td>
<td>104,432 - 118,357</td>
<td>118,358 - 128,801</td>
<td>128,802 - 135,763</td>
<td>135,764 - 139,836</td>
<td>139,837 - 144,031</td>
</tr>
<tr>
<td></td>
<td>122,841 - 139,222</td>
<td>139,221 - 151,506</td>
<td>151,507 - 159,696</td>
<td>159,697 - 161,900***</td>
<td>161,900 - 161,900****</td>
</tr>
</tbody>
</table>

Locality Area: Columbus-Marion-Chillicothe, OH

### ADMINISTRATIVE SUPPORT Pay Plan: ZS Effective: January 08, 2017

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>0.1741</td>
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<tbody>
<tr>
<td>01</td>
<td>1-2</td>
<td>3-4</td>
<td>5-6</td>
<td>7-8</td>
<td>9-10</td>
</tr>
<tr>
<td></td>
<td>01</td>
<td>02</td>
<td>03</td>
<td>04**</td>
<td>05**</td>
</tr>
<tr>
<td></td>
<td>21,951 - 25,999</td>
<td>26,000 - 29,036</td>
<td>29,037 - 31,060</td>
<td>31,061 - 31,992</td>
<td>31,993 - 32,952</td>
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<tr>
<td></td>
<td>33,823 - 40,576</td>
<td>40,577 - 45,641</td>
<td>45,642 - 49,017</td>
<td>49,018 - 50,488</td>
<td>50,489 - 52,003</td>
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<tr>
<td></td>
<td>41,897 - 50,083</td>
<td>50,084 - 56,223</td>
<td>56,224 - 60,316</td>
<td>60,317 - 62,125</td>
<td>62,126 - 63,989</td>
</tr>
<tr>
<td></td>
<td>51,248 - 61,080</td>
<td>61,081 - 68,455</td>
<td>68,456 - 73,371</td>
<td>73,372 - 75,572</td>
<td>75,573 - 77,839</td>
</tr>
</tbody>
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Locality Area: Columbus-Marion-Chillicothe, OH

** 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

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<td>7-10</td>
<td>11-12</td>
<td>13-14</td>
<td>15-15</td>
<td></td>
</tr>
<tr>
<td>01</td>
<td>21,951 - 35,287</td>
<td>41,897 - 55,885</td>
<td>62,005 - 77,389</td>
<td>88,375 - 109,436</td>
<td>122,841 - 139,221</td>
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</tr>
<tr>
<td>02</td>
<td>35,288 - 45,290</td>
<td>55,886 - 66,377</td>
<td>77,390 - 88,926</td>
<td>109,437 - 125,232</td>
<td>139,222 - 151,506</td>
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</tr>
<tr>
<td>05**</td>
<td>53,518 - 55,123</td>
<td>75,573 - 77,839</td>
<td>99,518 - 102,503</td>
<td>139,837 - 144,031</td>
<td>161,900 - 161,900****</td>
<td></td>
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<td>5-8</td>
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<td>13-13</td>
<td></td>
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<td>62,005 - 77,389</td>
<td>88,375 - 100,158</td>
<td></td>
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<td>29,661 - 35,442</td>
<td>45,599 - 54,429</td>
<td>61,081 - 68,455</td>
<td>77,390 - 88,926</td>
<td>100,159 - 108,995</td>
<td></td>
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<td>05**</td>
<td>40,476 - 41,689</td>
<td>62,126 - 63,989</td>
<td>75,573 - 77,839</td>
<td>99,518 - 102,503</td>
<td>118,334 - 121,883</td>
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