# 2018 Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

## CAREER PATH

<table>
<thead>
<tr>
<th>SCIENTIFIC AND ENGINEERING</th>
<th>PAY PLAN: ZP</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I</td>
<td>II</td>
<td>III</td>
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<tr>
<td></td>
<td>$26,164</td>
<td>$49,937</td>
<td>$73,905</td>
<td>$105,335</td>
<td>$146,415</td>
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<tr>
<td></td>
<td>$58,413</td>
<td>$87,450</td>
<td>$115,157</td>
<td>$161,817</td>
<td>$164,200</td>
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<table>
<thead>
<tr>
<th>SCIENTIFIC AND ENGINEERING TECHNICIAN</th>
<th>PAY PLAN: ZT</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>I</td>
<td>II</td>
<td>III</td>
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</tr>
<tr>
<td></td>
<td>$26,164</td>
<td>$40,315</td>
<td>$61,084</td>
<td>$105,335</td>
<td>$136,936</td>
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<td>$46,838</td>
<td>$71,901</td>
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<table>
<thead>
<tr>
<th>ADMINISTRATIVE</th>
<th>PAY PLAN: ZA</th>
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<tbody>
<tr>
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<td>I</td>
<td>II</td>
<td>III</td>
<td>IV</td>
<td>V</td>
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</tr>
<tr>
<td></td>
<td>$26,164</td>
<td>$61,084</td>
<td>$88,582</td>
<td>$124,475</td>
<td>$146,415</td>
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<tr>
<td></td>
<td>$71,901</td>
<td>$96,080</td>
<td>$136,936</td>
<td>$161,817</td>
<td>$164,200</td>
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<table>
<thead>
<tr>
<th>ADMINISTRATIVE SUPPORT</th>
<th>PAY PLAN: ZS</th>
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</thead>
<tbody>
<tr>
<td></td>
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<td>II</td>
<td>III</td>
<td>IV</td>
<td>V</td>
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<td></td>
<td>$26,164</td>
<td>$32,097</td>
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<td>$58,413</td>
<td>$71,901</td>
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Corresponding GS Grade

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<tr>
<th></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>
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<tbody>
<tr>
<td>2017 rate</td>
<td>38.17</td>
<td>39.28</td>
<td>NIST Locality Increase Differential</td>
<td>1.3928 / 1.3817 = 1.00803</td>
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</tbody>
</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, $164,200, Division Chiefs' pay ceiling $164,200

The GS-15, step 10, biweekly gross maximum pay limitation for 2018 is $6,294.40
<table>
<thead>
<tr>
<th>Band</th>
<th>GS Range</th>
<th>Interval</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></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></td>
<td></td>
<td>1</td>
<td>2</td>
<td>3-4</td>
<td>5-6</td>
<td>7-8</td>
</tr>
<tr>
<td>01</td>
<td>26,164 - 46,492</td>
<td>61,084 - 76,638</td>
<td>88,582 - 110,073</td>
<td>124,475 - 141,071</td>
<td>146,415 - 154,319</td>
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</tr>
<tr>
<td>02</td>
<td>46,493 - 61,737</td>
<td>76,639 - 88,303</td>
<td>110,074 - 126,191</td>
<td>141,072 - 153,519</td>
<td>154,320 - 160,248</td>
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<td></td>
</tr>
<tr>
<td>03</td>
<td>61,738 - 71,901</td>
<td>88,304 - 96,080</td>
<td>126,192 - 136,936</td>
<td>153,520 - 161,817</td>
<td>160,249 - 164,200</td>
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<tr>
<td>04**</td>
<td>71,902 - 74,058</td>
<td>96,081 - 98,962</td>
<td>136,937 - 141,044</td>
<td>161,818 - 164,200</td>
<td>164,200 - 164,200***</td>
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<tr>
<td>05**</td>
<td>74,059 - 76,280</td>
<td>98,963 - 101,931</td>
<td>141,045 - 145,275</td>
<td>164,200 - 164,200</td>
<td>164,200 - 164,200****</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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**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.

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**For Paths ZS & ZT**

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.
# NIST Pay Tables

## SCIENTIFIC AND ENGINEERING

<table>
<thead>
<tr>
<th>Prev. Yr Rate: 0.3817</th>
<th>Curr. Yr Rate: 0.3928</th>
<th>Loc. Diff: 1.00803</th>
<th>Gen. Inc.: 1.4</th>
<th>Pay Plan: ZP</th>
<th>Effective: January 07, 2018</th>
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<tr>
<td>GS Range</td>
<td>1-6</td>
<td>7-10</td>
<td>11-12</td>
<td>13-14</td>
<td>15-15</td>
</tr>
<tr>
<td>Interval</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>01</td>
<td>26,164 - 40,497</td>
<td>49,937 - 66,609</td>
<td>73,905 - 92,239</td>
<td>105,335 - 130,438</td>
<td>146,415 - 154,319</td>
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<tr>
<td>03</td>
<td>51,248 - 58,413</td>
<td>79,115 - 87,450</td>
<td>105,991 - 115,157</td>
<td>149,266 - 161,817</td>
<td>160,249 - 164,200</td>
</tr>
<tr>
<td>05**</td>
<td>60,166 - 61,970</td>
<td>90,075 - 92,776</td>
<td>118,613 - 122,170</td>
<td>164,200 - 164,200</td>
<td>164,200 - 164,200****</td>
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<td></td>
<td></td>
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<td></td>
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<tr>
<td>01</td>
<td>26,164 - 35,352</td>
<td>40,315 - 54,353</td>
<td>61,084 - 72,802</td>
<td>73,905 - 92,239</td>
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<td>54,354 - 64,882</td>
<td>72,803 - 81,591</td>
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<td>105,991 - 115,157</td>
<td>129,915 - 136,936</td>
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