

2016

Alternative Personnel Management System

Denver-Aurora-Boulder, CO

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|---|---|----------|----------|----------|----------|----------|----------|----------|----------|----|----------|-----|-----------|-----------|-----------|---|--|----|-----------|-----------|--|--|--|-----------|--|--|-----------|--|--|--|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | \$55,737 | | | | | \$79,953 | | | | | \$105,287 | | | | | \$147,950 | | | | | \$160,300 | | | | | | | | | | |
| | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZP | | | | | \$43,037 | | | | | \$63,691 | | | | | \$90,779 | | | | | \$126,183 | | | | | | | | | | | | | | | |
| | | | | | \$75,363 | | | | | \$99,243 | | | | | \$139,457 | | | | | \$160,300 | | | | | | | | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | \$42,827 | | | | \$65,728 | | | | \$79,953 | | | | \$105,287 | | | | \$125,206 | | | | | | | | | | | | | | | |
| | I | | | II | | | III | | | IV | | | V | | | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZT | | | | \$34,742 | | | | \$52,642 | | | | \$63,691 | | | | \$90,779 | | | | \$118,018 | | | | | | | | | | | | | | | |
| | | | | \$61,955 | | | | \$75,363 | | | | \$99,243 | | | | \$118,018 | | | | | | | | | | | | | | | | | | | |
| ADMINISTRATIVE | | | | | | | \$65,728 | | | | | | | \$87,840 | | | | | | | \$125,206 | | | | | | | \$147,950 | | | | | | | \$160,300 |
| | I | | | | | | II | | | | | | III | | | | | | IV | | | | | | V | | | | | | | | | | |
| PAY PLAN: ZA | | | | | | | \$52,642 | | | | | | | \$76,341 | | | | | | | \$107,272 | | | | | | | \$126,183 | | | | | | | |
| | | | | | | | \$82,798 | | | | | | | \$118,018 | | | | | | | \$139,457 | | | | | | | \$160,300 | | | | | | | |
| ADMINISTRATIVE SUPPORT | | | \$33,854 | | | \$42,827 | | | \$53,411 | | | \$65,728 | | | \$79,953 | | | | | | | | | | | | | | | | | | | | |
| | I | | II | | III | | IV | | V | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | | | \$27,662 | | | \$34,742 | | | \$43,037 | | | \$52,642 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | \$40,369 | | | \$50,345 | | | \$61,955 | | | \$75,363 | | | | | | | | | | | | | | | | | | | | | | | |
| 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, \$160,300, Division Chiefs' pay ceiling \$160,300

The GS-15, step 10, biweekly gross maximum pay limitation for 2016 is \$ 6144.80

| | | |
|-----------|-----------|-------------------------------------|
| 2015 rate | 2016 rate | NIST Locality Increase Differential |
| 22.52 | 22.93 | 1.2293 / 1.2252 = 1.00335 |

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 10, 2016**

Prev. Yr Rate: **.2252** Curr. Yr Rate: **.2293** Loc. Diff: **1.00335** Gen. Inc.: **1**

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-------------------|-------------------|-----------------------|
| GS Range | 1-8 | 9-11 | 12-13 | 14-14 | 15-15 |
| Interval | | | | | |
| 01 | 22,549 - 40,063 | 52,642 - 66,045 | 76,341 - 94,864 | 107,272 - 121,576 | 126,183 - 141,346 |
| 02 | 40,064 - 53,198 | 66,046 - 76,097 | 94,865 - 108,756 | 121,577 - 132,305 | 141,347 - 152,718 |
| 03 | 53,199 - 61,955 | 76,098 - 82,798 | 108,757 - 118,018 | 132,306 - 139,457 | 152,719 - 160,300 |
| 04** | 61,956 - 63,814 | 82,799 - 85,282 | 118,019 - 121,559 | 139,458 - 143,641 | 160,300 - 160,300*** |
| 05** | 63,815 - 65,728 | 85,283 - 87,840 | 121,560 - 125,206 | 143,642 - 147,950 | 160,300 - 160,300**** |

Locality Area: **Denver-Aurora-Boulder, CO**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 10, 2016**

Prev. Yr Rate: **.2252** Curr. Yr Rate: **.2293** Loc. Diff: **1.00335** Gen. Inc.: **1**

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-----------------|-----------------|
| GS Range | 1-2 | 3-4 | 5-6 | 7-8 | 9-10 |
| Interval | | | | | |
| 01 | 22,549 - 26,710 | 27,662 - 33,310 | 34,742 - 41,677 | 43,037 - 51,445 | 52,642 - 62,740 |
| 02 | 26,711 - 29,831 | 33,311 - 37,545 | 41,678 - 46,878 | 51,446 - 57,751 | 62,741 - 70,314 |
| 03 | 29,832 - 31,911 | 37,546 - 40,369 | 46,879 - 50,345 | 57,752 - 61,955 | 70,315 - 75,363 |
| 04** | 31,912 - 32,868 | 40,370 - 41,580 | 50,346 - 51,855 | 61,956 - 63,814 | 75,364 - 77,624 |
| 05** | 32,869 - 33,854 | 41,581 - 42,827 | 51,856 - 53,411 | 63,815 - 65,728 | 77,625 - 79,953 |

Locality Area: **Denver-Aurora-Boulder, CO**

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: .2252 Curr. Yr Rate: .2293 Loc. Diff: 1.00335 Gen. Inc.: 1

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-------------------|-------------------|-----------------------|
| GS Range | 1-6 | 7-10 | 11-12 | 13-14 | 15-15 |
| Interval | | | | | |
| 01 | 22,549 - 35,877 | 43,037 - 57,404 | 63,691 - 79,492 | 90,779 - 112,414 | 126,183 - 141,346 |
| 02 | 35,878 - 45,874 | 57,405 - 68,179 | 79,493 - 91,343 | 112,415 - 128,640 | 141,347 - 152,718 |
| 03 | 45,875 - 52,538 | 68,180 - 75,363 | 91,344 - 99,243 | 128,641 - 139,457 | 152,719 - 160,300 |
| 04** | 52,539 - 54,114 | 75,364 - 77,624 | 99,244 - 102,220 | 139,458 - 143,641 | 160,300 - 160,300*** |
| 05** | 54,115 - 55,737 | 77,625 - 79,953 | 102,221 - 105,287 | 143,642 - 147,950 | 160,300 - 160,300**** |

Locality Area: Denver-Aurora-Boulder, CO

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 10, 2016

Prev. Yr Rate: .2252 Curr. Yr Rate: .2293 Loc. Diff: 1.00335 Gen. Inc.: 1

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-------------------|-------------------|
| GS Range | 1-4 | 5-8 | 9-10 | 11-12 | 13-13 |
| Interval | | | | | |
| 01 | 22,549 - 30,469 | 34,742 - 46,837 | 52,642 - 62,740 | 63,691 - 79,492 | 90,779 - 102,885 |
| 02 | 30,470 - 36,409 | 46,838 - 55,908 | 62,741 - 70,314 | 79,493 - 91,343 | 102,886 - 111,965 |
| 03 | 36,410 - 40,369 | 55,909 - 61,955 | 70,315 - 75,363 | 91,344 - 99,243 | 111,966 - 118,018 |
| 04** | 40,370 - 41,580 | 61,956 - 63,814 | 75,364 - 77,624 | 99,244 - 102,220 | 118,019 - 121,559 |
| 05** | 41,581 - 42,827 | 63,815 - 65,728 | 77,625 - 79,953 | 102,221 - 105,287 | 121,560 - 125,206 |

Locality Area: Denver-Aurora-Boulder, CO

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.