

2016

Alternative Personnel Management System

Detroit-Warren-Flint, MI

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$55,737					\$80,910					\$106,545					\$149,719					\$160,300										
	I				II				III				IV				V																		
PAY PLAN: ZP					\$43,551					\$64,453					\$91,864					\$127,692															
					\$76,265					\$100,429					\$141,124					\$160,300															
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$43,340				\$66,514				\$80,910				\$106,545				\$126,702															
	I			II			III			IV			V																						
PAY PLAN: ZT				\$35,158				\$53,272				\$64,453				\$91,864																			
				\$62,696				\$76,265				\$100,429				\$119,429																			
ADMINISTRATIVE							\$66,514							\$88,891							\$126,702							\$149,719							\$160,300
	I						II						III						IV						V										
PAY PLAN: ZA							\$53,272							\$77,254							\$108,555							\$127,692							
							\$83,788							\$119,429							\$141,124							\$160,300							
ADMINISTRATIVE SUPPORT			\$34,260			\$43,340			\$54,049			\$66,514			\$80,910																				
	I		II		III		IV		V																										
PAY PLAN: ZS			\$27,992			\$35,158			\$43,551			\$53,272																							
			\$40,852			\$50,947			\$62,696			\$76,265																							
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
24.09	24.4	1.244 / 1.2409 = 1.0025

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **.2409** Curr. Yr Rate: **.244** Loc. Diff: **1.0025** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	22,819 - 40,542	53,272 - 66,835	77,254 - 95,998	108,555 - 123,030	127,692 - 142,184
02	40,543 - 53,834	66,836 - 77,007	95,999 - 110,057	123,031 - 133,886	142,185 - 153,054
03	53,835 - 62,696	77,008 - 83,788	110,058 - 119,429	133,887 - 141,124	153,055 - 160,300
04**	62,697 - 64,577	83,789 - 86,302	119,430 - 123,012	141,125 - 145,358	160,300 - 160,300***
05**	64,578 - 66,514	86,303 - 88,891	123,013 - 126,702	145,359 - 149,719	160,300 - 160,300****

Locality Area: **Detroit-Warren-Flint, MI**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **.2409** Curr. Yr Rate: **.244** Loc. Diff: **1.0025** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	22,819 - 27,030	27,992 - 33,708	35,158 - 42,175	43,551 - 52,060	53,272 - 63,491
02	27,031 - 30,188	33,709 - 37,994	42,176 - 47,438	52,061 - 58,442	63,492 - 71,155
03	30,189 - 32,293	37,995 - 40,852	47,439 - 50,947	58,443 - 62,696	71,156 - 76,265
04**	32,294 - 33,262	40,853 - 42,078	50,948 - 52,475	62,697 - 64,577	76,266 - 78,553
05**	33,263 - 34,260	42,079 - 43,340	52,476 - 54,049	64,578 - 66,514	78,554 - 80,910

Locality Area: **Detroit-Warren-Flint, MI**

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: .2409 Curr. Yr Rate: .244 Loc. Diff: 1.0025 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	22,819 - 36,027	43,551 - 58,091	64,453 - 80,442	91,864 - 113,757	127,692 - 142,184
02	36,028 - 45,934	58,092 - 68,995	80,443 - 92,434	113,758 - 130,177	142,185 - 153,054
03	45,935 - 52,538	68,996 - 76,265	92,435 - 100,429	130,178 - 141,124	153,055 - 160,300
04**	52,539 - 54,114	76,266 - 78,553	100,430 - 103,442	141,125 - 145,358	160,300 - 160,300***
05**	54,115 - 55,737	78,554 - 80,910	103,443 - 106,545	145,359 - 149,719	160,300 - 160,300****

Locality Area: Detroit-Warren-Flint, MI

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 10, 2016

Prev. Yr Rate: .2409 Curr. Yr Rate: .244 Loc. Diff: 1.0025 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	22,819 - 30,834	35,158 - 47,397	53,272 - 63,491	64,453 - 80,442	91,864 - 104,115
02	30,835 - 36,845	47,398 - 56,576	63,492 - 71,155	80,443 - 92,434	104,116 - 113,303
03	36,846 - 40,852	56,577 - 62,696	71,156 - 76,265	92,435 - 100,429	113,304 - 119,429
04**	40,853 - 42,078	62,697 - 64,577	76,266 - 78,553	100,430 - 103,442	119,430 - 123,012
05**	42,079 - 43,340	64,578 - 66,514	78,554 - 80,910	103,443 - 106,545	123,013 - 126,702

Locality Area: Detroit-Warren-Flint, MI

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.