

2014

# Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$57,559						\$86,169						\$113,469						\$157,100						\$157,100
PAY PLAN: ZP	I					II					III					IV					V									
						\$24,301						\$46,382						\$68,643						\$97,836						\$135,993
						\$54,255						\$81,222						\$106,955						\$150,291						\$157,100
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$46,151				\$70,844				\$86,169				\$113,469				\$134,933										
PAY PLAN: ZT	I			II			III			IV			V																	
				\$24,301				\$37,443				\$56,735				\$68,643				\$97,836										
				\$43,502				\$66,778				\$81,222				\$106,955				\$127,187										
ADMINISTRATIVE						\$57,559						\$86,169						\$113,469						\$157,100						\$157,100
PAY PLAN: ZA	I					II					III					IV					V									
						\$24,301						\$46,382						\$68,643						\$97,836						\$135,993
						\$54,255						\$81,222						\$106,955						\$150,291						\$157,100
ADMINISTRATIVE SUPPORT	\$36,474	\$46,151		\$57,559		\$70,844		\$86,169																						
PAY PLAN: ZS	I		II		III		IV		V																					
	\$24,301	\$29,811		\$37,443		\$46,382		\$56,735																						
	\$34,381	\$43,502		\$54,255		\$66,778		\$81,222																						
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, \$157,100, Division Chiefs' pay ceiling \$157,100

The GS-15, step 10, biweekly gross maximum pay limitation for 2014 is \$ 6022.40

2013 rate	2014 rate
35.15	35.15

NIST Locality Increase Differential

$$1.3515 / 1.3515 = 1$$

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA**    Effective: **January 12, 2014**

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	24,301 - 37,614	46,382 - 61,866	68,643 - 85,671	97,836 - 121,149	135,993 - 145,374
02	37,615 - 47,599	61,867 - 73,480	85,672 - 98,441	121,150 - 138,634	145,375 - 152,410
03	47,600 - 54,255	73,481 - 81,222	98,442 - 106,955	138,635 - 150,291	152,411 - 157,100
04**	54,256 - 55,883	81,223 - 83,659	106,956 - 110,164	150,292 - 154,800	157,100 - 157,100***
05**	55,884 - 57,559	83,660 - 86,169	110,165 - 113,469	154,801 - 157,100	157,100 - 157,100****

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

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS**    Effective: **January 12, 2014**

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	24,301 - 28,781	29,811 - 35,896	37,443 - 44,915	46,382 - 55,447	56,735 - 67,618
02	28,782 - 32,141	35,897 - 40,460	44,916 - 50,519	55,448 - 62,246	67,619 - 75,780
03	32,142 - 34,381	40,461 - 43,502	50,520 - 54,255	62,247 - 66,778	75,781 - 81,222
04**	34,382 - 35,412	43,503 - 44,807	54,256 - 55,883	66,779 - 68,781	81,223 - 83,659
05**	35,413 - 36,474	44,808 - 46,151	55,884 - 57,559	68,782 - 70,844	83,660 - 86,169

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 12, 2014

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	24,301 - 37,614	46,382 - 61,866	68,643 - 85,671	97,836 - 121,149	135,993 - 145,374
02	37,615 - 47,599	61,867 - 73,480	85,672 - 98,441	121,150 - 138,634	145,375 - 152,410
03	47,600 - 54,255	73,481 - 81,222	98,442 - 106,955	138,635 - 150,291	152,411 - 157,100
04**	54,256 - 55,883	81,223 - 83,659	106,956 - 110,164	150,292 - 154,800	157,100 - 157,100***
05**	55,884 - 57,559	83,660 - 86,169	110,165 - 113,469	154,801 - 157,100	157,100 - 157,100****

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

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2014

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	24,301 - 32,835	37,443 - 50,481	56,735 - 67,618	68,643 - 85,671	97,836 - 110,881
02	32,836 - 39,235	50,482 - 60,259	67,619 - 75,780	85,672 - 98,441	110,882 - 120,665
03	39,236 - 43,502	60,260 - 66,778	75,781 - 81,222	98,442 - 106,955	120,666 - 127,187
04**	43,503 - 44,807	66,779 - 68,781	81,223 - 83,659	106,956 - 110,164	127,188 - 131,003
05**	44,808 - 46,151	68,782 - 70,844	83,660 - 86,169	110,165 - 113,469	131,004 - 134,933

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.