

2017

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$60,639					\$90,769					\$119,526					\$161,900					\$161,900					
PAY PLAN: ZP	I					II					III					IV					V									
	\$25,597					\$48,856					\$72,303					\$103,053					\$143,244									
	\$57,158					\$85,558					\$112,665					\$158,312					\$161,900									
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$48,614					\$74,617					\$90,769					\$119,526					\$142,126					
PAY PLAN: ZT	I					II					III					IV					V									
	\$25,597					\$39,441					\$59,760					\$72,303					\$103,053									
	\$45,823					\$70,334					\$85,558					\$112,665					\$133,967									
ADMINISTRATIVE										\$74,617					\$99,714					\$142,126					\$161,900					\$161,900
PAY PLAN: ZA	I					II					III					IV					V									
	\$25,597					\$59,760					\$86,663					\$121,778					\$143,244									
	\$70,334					\$93,990					\$133,967					\$158,312					\$161,900									
ADMINISTRATIVE SUPPORT		\$38,425		\$48,614		\$60,639		\$74,617		\$90,769																				
PAY PLAN: ZS	I		II		III		IV		V																					
	\$25,597		\$31,402		\$39,441		\$48,856		\$59,760																					
	\$36,219		\$45,823		\$57,158		\$70,334		\$85,558																					
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, \$161,900, Division Chiefs' pay ceiling \$161,900

The GS-15, step 10, biweekly gross maximum pay limitation for 2017 is \$6,206.40

2016 rate	2017 rate
35.75	38.17

NIST Locality Increase Differential
 $1.3817 / 1.3575 = 1.01783$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 08, 2017**

Prev. Yr Rate: **0.3575** Curr. Yr Rate: **0.3817** Loc. Diff: **1.01783** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	25,597 - 45,480	59,760 - 74,973	86,663 - 107,687	121,778 - 138,015	143,244 - 151,536
02	45,481 - 60,392	74,974 - 86,383	107,688 - 123,455	138,016 - 150,193	151,537 - 157,754
03	60,393 - 70,334	86,384 - 93,990	123,456 - 133,967	150,194 - 158,312	157,755 - 161,900
04**	70,335 - 72,444	93,991 - 96,810	133,968 - 137,986	158,313 - 161,900	161,900 - 161,900***
05**	72,445 - 74,617	96,811 - 99,714	137,987 - 142,126	161,900 - 161,900	161,900 - 161,900****

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

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 08, 2017**

Prev. Yr Rate: **0.3575** Curr. Yr Rate: **0.3817** Loc. Diff: **1.01783** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	25,597 - 30,318	31,402 - 37,811	39,441 - 47,315	48,856 - 58,402	59,760 - 71,226
02	30,319 - 33,859	37,812 - 42,618	47,316 - 53,221	58,403 - 65,561	71,227 - 79,825
03	33,860 - 36,219	42,619 - 45,823	53,222 - 57,158	65,562 - 70,334	79,826 - 85,558
04**	36,220 - 37,306	45,824 - 47,198	57,159 - 58,873	70,335 - 72,444	85,559 - 88,125
05**	37,307 - 38,425	47,199 - 48,614	58,874 - 60,639	72,445 - 74,617	88,126 - 90,769

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 08, 2017

Prev. Yr Rate: 0.3575 Curr. Yr Rate: 0.3817 Loc. Diff: 1.01783 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	25,597 - 39,624	48,856 - 65,168	72,303 - 90,242	103,053 - 127,613	143,244 - 151,536
02	39,625 - 50,144	65,169 - 77,402	90,243 - 103,696	127,614 - 146,032	151,537 - 157,754
03	50,145 - 57,158	77,403 - 85,558	103,697 - 112,665	146,033 - 158,312	157,755 - 161,900
04**	57,159 - 58,873	85,559 - 88,125	112,666 - 116,045	158,313 - 161,900	161,900 - 161,900***
05**	58,874 - 60,639	88,126 - 90,769	116,046 - 119,526	161,900 - 161,900	161,900 - 161,900****

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

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 08, 2017

Prev. Yr Rate: 0.3575 Curr. Yr Rate: 0.3817 Loc. Diff: 1.01783 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	25,597 - 34,586	39,441 - 53,171	59,760 - 71,226	72,303 - 90,242	103,053 - 116,793
02	34,587 - 41,328	53,172 - 63,469	71,227 - 79,825	90,243 - 103,696	116,794 - 127,097
03	41,329 - 45,823	63,470 - 70,334	79,826 - 85,558	103,697 - 112,665	127,098 - 133,967
04**	45,824 - 47,198	70,335 - 72,444	85,559 - 88,125	112,666 - 116,045	133,968 - 137,986
05**	47,199 - 48,614	72,445 - 74,617	88,126 - 90,769	116,046 - 119,526	137,987 - 142,126

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.