

2018

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,970					\$92,776				\$122,170			\$164,200	\$164,200	
PAY PLAN: ZP	I				II				III			IV		V					
	\$26,164				\$49,937				\$73,905				\$105,335			\$146,415	\$164,200		
	\$58,413				\$87,450				\$115,157				\$161,817						
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$49,690				\$76,280			\$92,776			\$122,170			\$145,275		
PAY PLAN: ZT	I			II			III		IV		V								
	\$26,164			\$40,315			\$61,084			\$73,905			\$105,335						
	\$46,838			\$71,901			\$87,450			\$115,157			\$136,936						
ADMINISTRATIVE							\$76,280				\$101,931			\$145,275	\$164,200	\$164,200			
PAY PLAN: ZA	I						II			III		IV		V					
	\$26,164						\$61,084			\$88,582			\$124,475		\$146,415				
	\$71,901						\$96,080			\$136,936			\$161,817		\$164,200				
ADMINISTRATIVE SUPPORT	\$39,283	\$49,690	\$61,970	\$76,280	\$92,776														
PAY PLAN: ZS	I	II	III	IV	V														
	\$26,164	\$32,097	\$40,315	\$49,937	\$61,084														
	\$37,028	\$46,838	\$58,413	\$71,901	\$87,450														
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, \$164,200, Division Chiefs' pay ceiling \$164,200

The GS-15, step 10, biweekly gross maximum pay limitation for 2018 is \$6,294.40

2017 rate	2018 rate
38.17	39.28

NIST Locality Increase Differential

$$1.3928 / 1.3817 = 1.00803$$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 07, 2018**

Prev. Yr Rate: **0.3817** Curr. Yr Rate: **0.3928** Loc. Diff: **1.00803** Gen. Inc.: **1.4**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	26,164 - 46,492	61,084 - 76,638	88,582 - 110,073	124,475 - 141,071	146,415 - 154,319
02	46,493 - 61,737	76,639 - 88,303	110,074 - 126,191	141,072 - 153,519	154,320 - 160,248
03	61,738 - 71,901	88,304 - 96,080	126,192 - 136,936	153,520 - 161,817	160,249 - 164,200
04**	71,902 - 74,058	96,081 - 98,962	136,937 - 141,044	161,818 - 164,200	164,200 - 164,200***
05**	74,059 - 76,280	98,963 - 101,931	141,045 - 145,275	164,200 - 164,200	164,200 - 164,200****

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

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 07, 2018**

Prev. Yr Rate: **0.3817** Curr. Yr Rate: **0.3928** Loc. Diff: **1.00803** Gen. Inc.: **1.4**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	26,164 - 30,992	32,097 - 38,649	40,315 - 48,359	49,937 - 59,699	61,084 - 72,802
02	30,993 - 34,614	38,650 - 43,562	48,360 - 54,391	59,700 - 67,020	72,803 - 81,591
03	34,615 - 37,028	43,563 - 46,838	54,392 - 58,413	67,021 - 71,901	81,592 - 87,450
04**	37,029 - 38,139	46,839 - 48,243	58,414 - 60,165	71,902 - 74,058	87,451 - 90,074
05**	38,140 - 39,283	48,244 - 49,690	60,166 - 61,970	74,059 - 76,280	90,075 - 92,776

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 07, 2018

Prev. Yr Rate: 0.3817 Curr. Yr Rate: 0.3928 Loc. Diff: 1.00803 Gen. Inc.: 1.4

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	26,164 - 40,497	49,937 - 66,609	73,905 - 92,239	105,335 - 130,438	146,415 - 154,319
02	40,498 - 51,247	66,610 - 79,114	92,240 - 105,990	130,439 - 149,265	154,320 - 160,248
03	51,248 - 58,413	79,115 - 87,450	105,991 - 115,157	149,266 - 161,817	160,249 - 164,200
04**	58,414 - 60,165	87,451 - 90,074	115,158 - 118,612	161,818 - 164,200	164,200 - 164,200***
05**	60,166 - 61,970	90,075 - 92,776	118,613 - 122,170	164,200 - 164,200	164,200 - 164,200****

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

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 07, 2018

Prev. Yr Rate: 0.3817 Curr. Yr Rate: 0.3928 Loc. Diff: 1.00803 Gen. Inc.: 1.4

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	26,164 - 35,352	40,315 - 54,353	61,084 - 72,802	73,905 - 92,239	105,335 - 119,380
02	35,353 - 42,244	54,354 - 64,882	72,803 - 81,591	92,240 - 105,990	119,381 - 129,914
03	42,245 - 46,838	64,883 - 71,901	81,592 - 87,450	105,991 - 115,157	129,915 - 136,936
04**	46,839 - 48,243	71,902 - 74,058	87,451 - 90,074	115,158 - 118,612	136,937 - 141,044
05**	48,244 - 49,690	74,059 - 76,280	90,075 - 92,776	118,613 - 122,170	141,045 - 145,275

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.