

2016

Alternative Personnel Management System

Seattle-Tacoma-Olympia, WA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$54,568					\$79,518					\$104,713					\$147,144					\$160,300										
PAY PLAN: ZP	I					II					III					IV					V														
					\$22,426					\$42,802					\$63,344					\$90,284					\$125,495										
					\$51,436					\$74,953					\$98,702					\$138,697					\$160,300										
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$42,594					\$65,371					\$79,518					\$104,713					\$124,522										
PAY PLAN: ZT	I					II					III					IV					V														
					\$22,426					\$34,553					\$52,355					\$63,344					\$90,284										
					\$40,149					\$61,618					\$74,953					\$98,702					\$117,374										
ADMINISTRATIVE							\$65,371							\$87,362							\$124,522							\$147,144							\$160,300
PAY PLAN: ZA	I							II							III							IV							V						
							\$22,426							\$52,355							\$75,925							\$106,688							\$125,495
							\$61,618							\$82,347							\$117,374							\$138,697							\$160,300
ADMINISTRATIVE SUPPORT			\$33,670			\$42,594			\$53,119			\$65,371			\$79,518																				
PAY PLAN: ZS	I		II		III		IV		V																										
			\$22,426	\$27,511		\$34,553		\$42,802		\$52,355																									
			\$31,737	\$40,149		\$50,070		\$61,618		\$74,953																									
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
21.81	22.26	1.2226 / 1.2181 = 1.00369

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **.2181** Curr. Yr Rate: **.2226** Loc. Diff: **1.00369** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	22,426 - 39,845	52,355 - 65,685	75,925 - 94,347	106,688 - 120,914	125,495 - 140,964
02	39,846 - 52,909	65,686 - 75,682	94,348 - 108,163	120,915 - 131,584	140,965 - 152,566
03	52,910 - 61,618	75,683 - 82,347	108,164 - 117,374	131,585 - 138,697	152,567 - 160,300
04**	61,619 - 63,467	82,348 - 84,817	117,375 - 120,895	138,698 - 142,858	160,300 - 160,300***
05**	63,468 - 65,371	84,818 - 87,362	120,896 - 124,522	142,859 - 147,144	160,300 - 160,300****

Locality Area: **Seattle-Tacoma-Olympia, WA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **.2181** Curr. Yr Rate: **.2226** Loc. Diff: **1.00369** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	22,426 - 26,564	27,511 - 33,128	34,553 - 41,449	42,802 - 51,165	52,355 - 62,399
02	26,565 - 29,668	33,129 - 37,341	41,450 - 46,622	51,166 - 57,437	62,400 - 69,931
03	29,669 - 31,737	37,342 - 40,149	46,623 - 50,070	57,438 - 61,618	69,932 - 74,953
04**	31,738 - 32,689	40,150 - 41,353	50,071 - 51,572	61,619 - 63,467	74,954 - 77,202
05**	32,690 - 33,670	41,354 - 42,594	51,573 - 53,119	63,468 - 65,371	77,203 - 79,518

Locality Area: **Seattle-Tacoma-Olympia, WA**

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: .2181 Curr. Yr Rate: .2226 Loc. Diff: 1.00369 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	22,426 - 35,319	42,802 - 57,091	63,344 - 79,059	90,284 - 111,801	125,495 - 140,964
02	35,320 - 44,989	57,092 - 67,808	79,060 - 90,845	111,802 - 127,939	140,965 - 152,566
03	44,990 - 51,436	67,809 - 74,953	90,846 - 98,702	127,940 - 138,697	152,567 - 160,300
04**	51,437 - 52,979	74,954 - 77,202	98,703 - 101,663	138,698 - 142,858	160,300 - 160,300***
05**	52,980 - 54,568	77,203 - 79,518	101,664 - 104,713	142,859 - 147,144	160,300 - 160,300****

Locality Area: Seattle-Tacoma-Olympia, WA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 10, 2016

Prev. Yr Rate: .2181 Curr. Yr Rate: .2226 Loc. Diff: 1.00369 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	22,426 - 30,303	34,553 - 46,582	52,355 - 62,399	63,344 - 79,059	90,284 - 102,324
02	30,304 - 36,211	46,583 - 55,604	62,400 - 69,931	79,060 - 90,845	102,325 - 111,354
03	36,212 - 40,149	55,605 - 61,618	69,932 - 74,953	90,846 - 98,702	111,355 - 117,374
04**	40,150 - 41,353	61,619 - 63,467	74,954 - 77,202	98,703 - 101,663	117,375 - 120,895
05**	41,354 - 42,594	63,468 - 65,371	77,203 - 79,518	101,664 - 104,713	120,896 - 124,522

Locality Area: Seattle-Tacoma-Olympia, WA

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.