

2004

Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING						\$45,828						\$65,403						\$82,438						\$113,697						\$133,741																																												
	I															II															III															IV															V													
PAY PLAN: ZP						\$17,328						\$33,071						\$48,947						\$69,762						\$96,970																																												
						\$43,197						\$61,649						\$77,706						\$107,170						\$126,064																																												
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$32,910							\$50,514				\$61,441				\$80,905				\$96,215																																																			
	I			II						III			IV			V																																																										
PAY PLAN: ZT				\$17,328							\$26,699				\$40,454				\$48,947				\$69,762																																																			
				\$31,020							\$47,615				\$57,914				\$76,261				\$90,692																																																			
ADMINISTRATIVE						\$41,051						\$61,441						\$80,905						\$113,697						\$133,741																																												
	I															II															III															IV															V													
PAY PLAN: ZA						\$17,328						\$33,071						\$48,947						\$69,762						\$96,970																																												
						\$38,694						\$57,914						\$76,261						\$107,170						\$126,064																																												
ADMINISTRATIVE SUPPORT			\$28,267			\$36,521				\$43,663			\$50,514				\$61,441																																																									
	I		II		III			IV		V																																																																
PAY PLAN: ZS			\$17,328			\$21,257				\$26,699			\$33,071				\$40,454																																																									
			\$26,645			\$34,424				\$41,156			\$47,615				\$57,914																																																									
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, \$129,846, Division Chiefs' pay ceiling \$133,741

The GS-15, step 10, biweekly gross maximum pay limitation for 2004 is \$4832.00

2003 rate	2004 rate	NIST Locality Increase Differential
9.62	10.9	1.109 / 1.0962 = 1.01168

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 11, 2004**

Prev. Yr Rate: **.0962** Curr. Yr Rate: **.109** Loc. Diff: **1.01168** Gen. Inc.: **2.7**

<i>Band</i>	I	II	III	IV	V
<i>GS Range</i>	1-6	7-10	11-12	13-14	15-15
<i>Interval</i>					
01	17,328 - 26,824	33,071 - 44,112	48,947 - 61,087	69,762 - 86,388	96,970 - 109,901
02	26,825 - 33,946	44,113 - 52,393	61,088 - 70,191	86,389 - 98,857	109,902 - 119,599
03	33,947 - 38,694	52,394 - 57,914	70,192 - 76,261	98,858 - 107,170	119,600 - 126,064
04**	38,695 - 39,855	57,915 - 59,651	76,262 - 78,549	107,171 - 110,385	126,065 - 129,846***
05**	39,856 - 41,051	59,652 - 61,441	78,550 - 80,905	110,386 - 113,697	129,847 - 133,741****

Locality Area: **Rest of U.S.**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 11, 2004**

Prev. Yr Rate: **.0962** Curr. Yr Rate: **.109** Loc. Diff: **1.01168** Gen. Inc.: **2.7**

<i>Band</i>	I	II	III	IV	V
<i>GS Range</i>	1-2	3-4	5-6	7-8	9-10
<i>Interval</i>					
01	17,328 - 21,469	21,257 - 27,109	26,699 - 33,124	33,071 - 39,535	40,454 - 48,214
02	21,470 - 24,575	27,110 - 31,498	33,125 - 37,943	39,536 - 44,383	48,215 - 54,034
03	24,576 - 26,645	31,499 - 34,424	37,944 - 41,156	44,384 - 47,615	54,035 - 57,914
04**	26,646 - 27,444	34,425 - 35,457	41,157 - 42,391	47,616 - 49,043	57,915 - 59,651
05**	27,445 - 28,267	35,458 - 36,521	42,392 - 43,663	49,044 - 50,514	59,652 - 61,441

Locality Area: **Rest of U.S.**

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 11, 2004

Prev. Yr Rate: .0962 Curr. Yr Rate: .109 Loc. Diff: 1.01168 Gen. Inc.: 2.7

<i>Band</i>	I	II	III	IV	V
<i>GS Range</i>	1-6	7-10	11-12	13-14	15-15
<i>Interval</i>					
01	17,328 - 28,825	33,071 - 45,772	48,947 - 61,729	69,762 - 86,388	96,970 - 109,901
02	28,826 - 37,448	45,773 - 55,298	61,730 - 71,315	86,389 - 98,857	109,902 - 119,599
03	37,449 - 43,197	55,299 - 61,649	71,316 - 77,706	98,858 - 107,170	119,600 - 126,064
04**	43,198 - 44,493	61,650 - 63,498	77,707 - 80,037	107,171 - 110,385	126,065 - 129,846***
05**	44,494 - 45,828	63,499 - 65,403	80,038 - 82,438	110,386 - 113,697	129,847 - 133,741****

Locality Area: Rest of U.S.

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2004

Prev. Yr Rate: .0962 Curr. Yr Rate: .109 Loc. Diff: 1.01168 Gen. Inc.: 2.7

<i>Band</i>	I	II	III	IV	V
<i>GS Range</i>	1-4	5-8	9-10	11-12	13-13
<i>Interval</i>					
01	17,328 - 23,413	26,699 - 35,995	40,454 - 48,214	48,947 - 61,087	69,762 - 79,064
02	23,414 - 27,977	35,996 - 42,967	48,215 - 54,034	61,088 - 70,191	79,065 - 86,041
03	27,978 - 31,020	42,968 - 47,615	54,035 - 57,914	70,192 - 76,261	86,042 - 90,692
04**	31,021 - 31,951	47,616 - 49,043	57,915 - 59,651	76,262 - 78,549	90,693 - 93,413
05**	31,952 - 32,910	49,044 - 50,514	59,652 - 61,441	78,550 - 80,905	93,414 - 96,215

Locality Area: Rest of U.S.

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.