

**Exhibit 8**

**NRC SPECIAL SALARY SCHEDULE 2012**

**All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group**

**Locations: Nationwide**

**RATES FROZEN AT 2010 LEVELS**

**Effective January 1, 2012**

**Annual Rates by Grade and Step**

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step Interval</b>
<b>5</b>	<b>44886</b>	<b>45879</b>	<b>46872</b>	<b>47865</b>	<b>48858</b>	<b>49851</b>	<b>50844</b>	<b>51837</b>	<b>52830</b>	<b>53823</b>	<b>993</b>
<b>7</b>	<b>50290</b>	<b>51518</b>	<b>52746</b>	<b>53974</b>	<b>55202</b>	<b>56430</b>	<b>57658</b>	<b>58886</b>	<b>60114</b>	<b>61342</b>	<b>1228</b>
<b>9</b>	<b>58618</b>	<b>60119</b>	<b>61620</b>	<b>63121</b>	<b>64622</b>	<b>66123</b>	<b>67624</b>	<b>69125</b>	<b>70626</b>	<b>72127</b>	<b>1501</b>
<b>11</b>	<b>67271</b>	<b>69091</b>	<b>70911</b>	<b>72731</b>	<b>74551</b>	<b>76371</b>	<b>78191</b>	<b>80011</b>	<b>81831</b>	<b>83651</b>	<b>1820</b>
<b>12</b>	<b>71921</b>	<b>74101</b>	<b>76281</b>	<b>78461</b>	<b>80641</b>	<b>82821</b>	<b>85001</b>	<b>87181</b>	<b>89361</b>	<b>91541</b>	<b>2180</b>

Establishes a special schedule for NRC professional positions at GG-5 through GG-12 in GG-800 Engineering Group, and GG-1300 Scientific Group.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Check Exhibits A through U for applicable locality rates.

See Exhibit 19 for entry-level pay rates.

## **Exhibit 8 Special Salary Schedule for All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group (continued)**

### **Purpose**

Establishes the special salary schedule for personnel at grades GG-5 through GG-12 in professional series in the GG-800 engineering occupational group and the GG-1300 scientific occupational group, as well as paysetting procedures pertaining to this salary schedule.

### **Background**

To aid the proper discharge of the Commission's responsibilities, and pursuant to Section 161.d of the Atomic Energy Act of 1954, as amended, a special salary schedule has been established for professional scientific and engineering positions in the GG-800 and GG-1300 occupational groups at grades GG-5, 7, 9, 11 and 12. Additionally, beginning in July 2005 and covering employees first placed in positions covered by Exhibit 8 on or before September 30, 2011, the agency also found it necessary to depart from normal paysetting policies by considering the employees' Exhibit 8 salary rate as underlying (base) pay. In practice, the departure only affects paysetting on promotion from Exhibit 8 to a different salary schedule, such as GG locality rates.

### **Entry-Level Pay Rates**

For guidance on setting entry-level pay rates for new hires, please refer to Exhibit 19, "NRC Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions."

### **Pay Administration**

Other than the circumstances described in the Exception section below, reassignments, changes to lower grade, and promotions for employees in positions covered by Exhibit 8 are processed using normal, governmentwide paysetting practices. Consistent with paysetting for other employees, the rate under Exhibit 1, General Grade Salary Table constitutes the underlying pay for an Exhibit 8 position for employees who were first placed in positions covered by Exhibit 8 on or after October 1, 2011. When locality pay (Exhibits A through U) for a specific grade and step exceeds the corresponding grade and step rate on Exhibit 8, the employee moves off of Exhibit 8 to the higher locality pay schedule. See [examples of paysetting on promotion for employees hired on or after October 1, 2011](#).

### **Exception**

For employees first placed in positions covered by Exhibit 8 on or before September 30, 2011, the Exhibit 8 rate remains the employees' underlying pay rate while the employees remain in positions covered by Exhibit 8. For example, for an employee in a GG-12 engineering position who is receiving higher locality pay, the Exhibit 8 grade and step remain the employee's underlying pay. See [examples of paysetting on promotion for these employees](#).

**Apply the following paysetting procedure when promoting an employee who is first placed in a position covered by Exhibit 8 on or after October 1, 2011.**

Step A	Apply geographic conversion rule to determine the employee's rate(s) and range(s) of basic pay based on the employee's position of record before promotion and the new official worksite, if applicable. Also, if applicable, provide any simultaneous within-grade increase or high quality increase. Use the resulting rate(s) of basic pay as the existing rate(s) in effect immediately before promotion in applying steps B and C.
Step B	Identify the employee's existing "GG rate" in the grade before promotion (using Exhibit 1) and increase by 2 steps.
Step C	Determine the payable (highest) rate of basic pay for the step or rate determined in step B by applying any locality payment or special rate supplement applicable to the given grade, based on the employee's position of record before promotion and official worksite after promotion. (If the rate determined in step B is above the range maximum, use the same locality payment or special rate supplement that applies to rates within the rate range.)
Step D	Identify the highest applicable rate range for the employee's position of record after promotion and find the lowest step rate in that range that equals or exceeds the rate determined in step C. This is the employee's payable rate of basic pay upon promotion. (If the rate identified in step C exceeds the maximum of the rate range identified in this step, the employee's payable rate is that maximum rate, or, if the employee's existing rate is higher than that maximum rate, a retained rate under the retained pay rule equal to that existing rate.)

Examples are provided below for promotion from GG-5 step 10 (entry level) to GG-7 (Example 1), from GG-7 step 10 (entry level) to GG-9 (Example 2), from GG-11 step 4 to GG-12 (Example 3), and from GG-12 step 4 to GG-13 (Example 4) in the Washington, DC, locality pay area.

**Example 1: Promotion from GG-5 Step 10 (entry level) to GG-7**

A	Geographic conversion. If applicable, provide any simultaneous within-grade increase or high quality increase.	Not applicable.
B	Identify the employee's "GG rate" using Exhibit 1. Increase the rate by two steps (the total amount of two step intervals) using the step interval from Exhibit 1.	GG-5/step 10 = \$35,657 (use Exhibit 1) Add 2 steps using the step interval for GG-5 from Exhibit 1. (\$914 x 2 = \$1,828) \$35,657 + \$1,828 = \$37,485
C	Determine the highest payable rate of basic pay for the step or rate determined in Step B by applying any locality	Determine special rate supplement by subtracting Exhibit 1 GG-5 step 10 rate from Exhibit 8 GG-5 step 10 rate.

	payment or special rate supplement applicable to the given grade.	$\$53,823 - \$35,657 = \$18,166$ Add the special rate supplement to the rate determined in Step B. $\$37,485 + \$18,166 = \$55,651$
D	Find the lowest step in the highest applicable rate range at the higher grade that equals or exceeds the rate in Step C.	Highest applicable rate range at grade 7 is Exhibit 8. $\$55,651$ falls between steps 5 and 6 of the GG-7 scale on Exhibit 8. Promote employee to <b>GG-7 step 6 (\$56,430)</b> .

### Example 2: Promotion from GG-7 Step 10 (entry level) to GG-9

A	Geographic conversion. If applicable, provide any simultaneous within-grade increase or high quality increase.	Not applicable.
B	Identify the employee's "GG rate" using Exhibit 1. Increase the rate by two steps (the total amount of two step intervals) using the step interval from Exhibit 1.	GG-7 step 10 = \$44,176 (use Exhibit 1) Add 2 steps using the step interval for GG-7 from Exhibit 1. $(\$1,133 \times 2 = \$2,266)$ $\$44,176 + \$2,266 = \$46,442$
C	Determine the highest payable rate of basic pay for the step or rate determined in Step B by applying any locality payment or special rate supplement applicable to the given grade.	Determine special rate supplement by subtracting Exhibit 1 GG-7 step 10 rate from Exhibit 8 GG-7 step 10 rate. $\$61,342 - \$44,176 = \$17,166$ Add the special rate supplement to the rate determined in Step B. $\$46,442 + \$17,166 = \$63,608$
D	Find the lowest step in the highest applicable rate range at the higher grade that equals or exceeds the rate in Step C.	Highest applicable rate range at grade 9 is Exhibit 8. $\$63,608$ falls between steps 4 and 5 of the GG-9 scale on Exhibit 8. Promote employee to <b>GG-9 step 5 (\$64,622)</b> .

### Example 3: Promotion from GG-11 Step 4 to GG-12

A	Geographic conversion. If applicable, provide any simultaneous within-grade increase or high quality increase.	Not applicable.
B	Identify the employee's "GG rate" using Exhibit 1. Increase the rate by two steps (the total amount of two step intervals) using the step interval from Exhibit 1.	GG-11 step 4 = \$55,315 (use Exhibit 1) Add 2 steps. GG-11 step 6 = \$58,667
C	Determine the highest payable rate of basic pay for the step or rate determined	Determine highest payable rate of basic pay for GG-11 step 6. In this case, Exhibit 8

	in Step B by applying any locality payment or special rate supplement applicable to the given grade.	provides the highest rate (higher than locality rate on Exhibit T). GG-11 step 6 on Exhibit 8 is the highest rate (\$76,371).
D	Find the lowest step in the highest applicable rate range at the higher grade that equals or exceeds the rate in Step C.	Highest applicable rate range at grade 12 is Exhibit T (in this case) since the locality rate for each step on the Exhibit T GG-12 scale exceeds each step on the Exhibit 8 GG-12 scale. \$76,371 falls between steps 1 and 2 of GG-12 scale on Exhibit T. Promote employee to <b>GG-12 step 2 (\$77,368)</b> .

#### Example 4: Promotion from GG-12 Step 4 to GG-13

A	Geographic conversion. If applicable, provide any simultaneous within-grade increase or high quality increase.	Not applicable.
B	Identify the employee's "GG rate" using Exhibit 1. Increase the rate by two steps (the total amount of two step intervals) using the step interval from Exhibit 1.	GG-12 step 4 = \$66,301 (use Exhibit 1) Add 2 steps. GG-12 step 6 = \$70,319
C	Determine the highest payable rate of basic pay for the step or rate determined in Step B by applying any locality payment or special rate supplement applicable to the given grade.	Determine highest payable rate of basic pay for GG-12 step 6. In this case, Exhibit T provides the highest rate (higher than the special rate on Exhibit 8). GG-12 step 6 on Exhibit T is the highest rate (\$87,350).
D	Find the lowest step in the highest applicable rate range at the higher grade that equals or exceeds the rate in Step C.	Highest applicable rate range at grade 13 is Exhibit T since there is no grade 13 on Exhibit 8. \$87,350 falls below step 1 of GG-13 scale on Exhibit T. Promote employee to <b>GG-13 step 1 (\$89,033)</b> .

Apply the following paysetting procedure when promoting an employee who is **first placed** in a position covered by Exhibit 8 on or before September 30, 2011.

When the Position to Which the Employee is Being Promoted Is		
Step	Covered by Exhibit 8	Not Covered by Exhibit 8
<b>A</b>	Begin with the employee's current special salary rate from Exhibit 8 (even if locality rates are higher).	Begin with the employee's current special salary rate from Exhibit 8 (even if locality rates are higher).
<b>B</b>	Increase the rate in Step A by two steps (the amount of two step intervals).	Increase the rate in Step A by two steps (the amount of two step intervals).
<b>C</b>	Find the lowest step rate at the higher grade on <u>Exhibit 8</u> that equals or exceeds the rate found in Step B. This will be the employee's underlying grade and step.	Find the lowest step rate at the higher grade on <u>Exhibit 1</u> that equals or exceeds the rate found in Step B. This will be the employee's underlying grade and step.
<b>D</b>	The employee receives a locality adjustment (that is, the pay rate under Exhibits A through U for the grade and step found in Step C) only if the applicable locality rate is higher than the Exhibit 8 rate for the grade and step.	The employee receives the applicable locality rate from Exhibits A through U for the grade and step found in Step C.

Examples are provided below for promotion from GG-5 step 10 (entry level) to GG-7 (Example 1), from GG-7 step 10 (entry level) to GG-9 (Example 2), from GG-11 step 4 to GG-12 (Example 3), and from GG-12 step 4 to GG-13 (Example 4) in the Washington, DC, locality pay area.

Example 1: Promotion from GG-5 Step 10 (entry level) to GG-7

- Step A GG-5 step 10, entry level salary = \$53,823 (use Exhibit 8)
- Step B Add 2 steps to this figure, using the step interval for GG-5 from Exhibit 8 (\$993 x 2 = \$1,986)  
 $\$53,823 + \$1,986 = \$55,809$
- Step C Find \$55,809 on the GG-7 scale (use Exhibit 8).  
 This amount falls between step 5 and step 6 of the GG-7 scale.  
 Promote the employee to the **GG-7 step 6 (\$56,430)**.  
 The employee does not receive a locality adjustment because Exhibit 8 rates at the GG-7 level are higher than locality rates in all areas.

Example 2: Promotion from GG-7 Step 10 (entry level) to GG-9

- Step A GG-7 step 10, entry level salary = \$61,342 (use Exhibit 8)
- Step B Add 2 steps to this figure, using the step interval for GG-7 from Exhibit 8  
( $\$1,228 \times 2 = \$2,456$ )  
 $\$61,342 + \$2,456 = \$63,798$
- Step C Find this amount on the GG-9 scale (use Exhibit 8).  
This amount falls between step 4 and step 5 of the GG-9 scale.  
Promote the individual to the **GG-9 step 5 (\$64,622)**.  
The employee does not receive a locality adjustment because Exhibit 8 rates at the GG-9 level are higher than locality rates in all areas.

Example 3: Promotion from GG-11 Step 4 to GG-12

- Step A GG-11 step 4 = \$72,731 (use Exhibit 8)
- Step B Add 2 steps to this figure, using the step interval for GG-11 from Exhibit 8  
GG-11 step 6 salary = \$76,371
- Step C Find this amount on the GG-12 scale (use Exhibit 8).  
This amount falls between step 3 and step 4 of the GG-12 scale.  
Place the individual at GG-12 step 4 (underlying rate \$78,461).
- Step D The employee receives a locality adjustment because the GG-12 step 4 locality rate in the Washington, DC locality pay area (Exhibit T) is higher than the GG-12 step 4 Exhibit 8 rate.  
Promote the individual to **GG-12 step 4 (\$82,359)**.

Example 4: Promotion from GG-12 Step 4 to GG-13

- Step A GG-12 step 4 salary = \$78,461 (use Exhibit 8)
- Step B Add 2 steps to this figure, using the step interval for GG-12 from Exhibit 8  
GG-12 step 6 salary = \$82,821
- Step C Find this amount on the GG-13 pay scale (use Exhibit 1).  
This amount falls between step 5 and step 6 of the GG-13 scale.  
Place the individual at GG-13 step 6 (underlying rate \$83,619).
- Step D Use Exhibit T to find the applicable locality rate.  
Promote the individual to **GG-13 step 6 (\$103,872)**.