

BROADBANDING: Pay for Performance



U.S. ARMY RESEARCH LABORATORY

Occupational Families	GS Grade:																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	+	
Engineers & Scientists	I				II							III	IV				V
E & S Technicians	I								II			III					
Administrative	I				II							III*			IV		
General Support	I				II			III									

* Administrative Pay Band III contains two full performance levels because not all assignments in Band III will support movement to the top of the band.

The purpose of the ARL demonstration project's Pay for Performance system is to provide an effective, efficient and flexible method for assessing, compensating and managing the laboratory's workforce.

Pay for Performance allows for more employee involvement in the assessment process. It is designed to increase the communication between supervisor and employee, promote a clear accountability of performance, facilitate employee career progression and provide an understandable basis for salary change. Pay for Performance creates a method that directly links performance and pay. The system combines goal setting, tied to corporate objectives, with a descriptive rating system.

Performance evaluations under the demonstration project are intended to ensure that top performers receive a performance payout commensurate with their achievements.



ARL PERSONNEL



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ARL Personnel Demo Pay Tables

January 2011



Annual Pay

(Including Locality)

Pay Band	General Schedule Equivalent	Adelphi, MD / Aberdeen Proving Ground, MD					Cleveland, OH	Raleigh-Durham, NC	Fort Monmouth, NJ	White Sands, NM / Hampton, VA
		Engineers & Scientists								
DB1	GS 1/1 - 4/10	\$22,115 - \$39,590	\$21,129 - \$37,825	\$20,943 - \$37,493	\$22,916 - \$41,024	\$20,324 - \$36,384				
DB2	GS 5/1 - 11/10	\$34,075 - \$81,204	\$32,555 - \$77,582	\$32,270 - \$76,902	\$35,309 - \$84,146	\$31,315 - \$74,628				
DB2e1*	GS 5/1 - 11/10	\$35,657 - \$81,204	\$35,657 - \$77,582	\$35,657 - \$76,902	\$35,657 - \$84,146	\$35,657 - \$74,628				
DB2e2*	GS 5/1 - 11/10	\$35,657 - \$81,204	\$35,657 - \$77,582	\$35,657 - \$76,902	\$35,657 - \$84,146	\$35,657 - \$74,628				
DB2IT	GS 5/1 - 11/10	\$38,403 - \$81,204	\$37,855 - \$77,582	\$37,855 - \$77,138	\$39,775 - \$84,146	\$37,855 - \$77,138				
DB3	GS 12/1 - 13/10	\$74,872 - \$115,742	\$71,533 - \$110,580	\$70,906 - \$109,611	\$77,585 - \$119,935	\$68,809 - \$106,369				
DB4	GS 14/1 - 15/10	\$105,211 - \$155,500	\$100,518 - \$153,711	\$99,638 - \$152,364	\$109,022 - \$155,500	\$96,690 - \$147,857				
DB5	120% of GS 15/1 - Exec Lvl III	\$148,510 - \$165,300	\$140,642 - \$165,300	\$153,889 - \$165,300	\$153,889 - \$165,300	\$136,482 - \$165,300				
E & S Technicians										
DE1	GS 1/1 - 8/10	\$22,115 - \$60,765	\$21,129 - \$58,055	\$20,943 - \$57,546	\$22,916 - \$62,966	\$20,324 - \$55,844				
DE2	GS 9/1 - 11/10	\$51,630 - \$81,204	\$49,327 - \$77,582	\$48,895 - \$76,902	\$53,500 - \$84,146	\$47,448 - \$74,628				
DE3	GS 12/1 - 13/10	\$74,872 - \$115,742	\$71,533 - \$110,580	\$70,906 - \$109,611	\$77,585 - \$119,935	\$68,809 - \$106,369				
Administrative										
DJ1	GS 1/1 - 4/10	\$22,115 - \$39,590	\$21,129 - \$37,825	\$20,943 - \$37,493	\$22,916 - \$41,024	\$20,324 - \$36,384				
DJ2	GS 5/1 - 10/10	\$34,075 - \$73,917	\$32,555 - \$70,621	\$32,270 - \$70,002	\$35,309 - \$76,595	\$31,315 - \$67,931				
DJ2IT	GS 5/1 - 10/10	\$38,403 - \$77,357	\$37,855 - \$77,357	\$37,855 - \$77,357	\$39,775 - \$80,332	\$37,855 - \$77,357				
DJ3c1*	GS 11/1 - 12/10	\$62,467 - \$97,333	\$59,681 - \$92,992	\$59,158 - \$92,177	\$64,729 - \$100,859	\$57,408 - \$89,450				
DJ3c1IT*	GS 11/1 - 12/10	\$62,467 - \$97,333	\$59,681 - \$92,992	\$59,339 - \$92,177	\$64,729 - \$100,859	\$59,339 - \$89,450				
DJ3c2*	GS 11/1 - 13/10	\$62,467 - \$115,742	\$59,681 - \$110,580	\$59,158 - \$109,611	\$64,729 - \$119,935	\$57,408 - \$106,369				
DJ4	GS 14/1 - 15/10	\$105,211 - \$155,500	\$100,518 - \$153,711	\$99,638 - \$152,364	\$109,022 - \$155,500	\$96,690 - \$147,857				
General Support										
DK1	GS 1/1 - 4/10	\$22,115 - \$39,590	\$21,129 - \$37,825	\$20,943 - \$37,493	\$22,916 - \$41,024	\$20,324 - \$36,384				
DK2	GS 5/1 - 7/10	\$34,075 - \$54,875	\$32,555 - \$52,428	\$32,270 - \$51,969	\$35,309 - \$56,863	\$31,315 - \$50,431				
DK3	GS 8/1 - 10/10	\$46,745 - \$73,917	\$44,660 - \$70,621	\$44,269 - \$70,002	\$48,439 - \$76,595	\$42,960 - \$67,931				

e1*: Engineers World-Wide

e2*: Electrical, Electronic, Nuclear and Computer Engineers

IT*: Certain Information Technology Employees: 0854, 1550, 2210

c1*: Limited to GS-12, Step 10

c2*: Full Range of Band

No change from 2010 pay tables.

Incorporates a locality payment of 24.22% for the locality pay area of Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA.

Incorporates a locality payment of 18.68% for the locality pay area of Cleveland-Akron-Elyria, OH.

Incorporates a locality payment of 17.64% for the locality pay area of Raleigh-Durham-Cary, NC.

Incorporates a locality payment of 28.72% for the locality pay area of New York-Newark-Bridgeport, NY-NJ-CT-PA.

Incorporates a locality payment of 14.16% for the locality pay area of rest of U.S.

DB - Engineers & Scientists							
Series	Description	Series	Description	Series	Description	Series	Description
0110	Economist	0806	Materials Engineering	0892	Ceramic Engineering	1340	Meteorology
0180	Psychologist	0808	Architect	0893	Chemical Engineering	1350	Geologist
0401	General Biological Science	0810	Civil Engineering	0894	Welding Engineering	1386	Photographic Technology
0413	Physiology	0819	Environmental Engineering	0896	Industrial Engineering	1399	Physical Science Student Trainee
0601	Research Kinesiologist	0830	Mechanical Engineering	0899	Engineering & Arch. Student Trainee	1515	Operations Research
0662	Research Optometrist	0840	Nuclear Engineering	1301	General Physical Science	1520	Mathematics
0663	Research Audiologist	0850	Electrical Engineering	1306	Health Physics	1529	Mathematical Statistician
0690	Industrial Hygiene	0854	Computer Engineering	1310	Physics	1550	Computer Science
0801	General Engineering	0855	Electronics Engineering	1320	Chemistry	1599	Math. & Statistics Student Trainee
0803	Safety Engineering	0861	Aerospace Engineering	1321	Metallurgy		
DE - E & S Technicians							
Series	Description	Series	Description	Series	Description	Series	Description
0181	Psychology Aid & Technician	0856	Electronics Technician	1341	Meteorological Technician	1670	Equipment Specialist
0802	Engineering Technician	1311	Physical Science Technician	1521	Mathematics Technician		
DJ - Administrative							
Series	Description	Series	Description	Series	Description	Series	Description
0018	Safety & Occupational Health Management	0343	Management & Program Analysis	1001	General Arts & Information	1222	Patent Attorney
0028	Environmental Protection Specialist	0346	Logistics Management	1020	Illustrating	1410	Librarian
0080*	Security Administration	0391	Telecommunications	1035	Public Affairs	1412	Technical Information Services
0132*	Intelligence	0501	Financial Administration & Program	1060	Photography	2001	General Supply
0201	Personnel Management	0505	Financial Management	1071	Audio Visual Production	2003	Supply Program Management
0260	Equal Employment Opportunity	0510	Accounting	1083	Technical Writing & Editing	2210	Information Technology
0301	Miscellaneous Administration/Program	0560	Budget Analysis	1084	Visual Information		
0340	Program Management	0905	General Attorney	1101	General Business & Industry		
0341	Administrative Officer	0950	Paralegal Specialist	1102	Contracting		
DK - General Support							
Series	Description	Series	Description	Series	Description	Series	Description
0086*	Security Clerical & Assistance	0326	Office Automation Clerical & Assistant	0361	Equal Opportunity Assistance	1087	Editorial Assistance
0303	Miscellaneous Clerk & Assistant	0335	Computer Clerk & Assistant	0503	Financial Clerical & Assistance	1411	Library Technician
0305	Mail & File	0342	Support Services Administration	0525	Accounting Technician	2005	Supply Clerical & Technician
0318	Secretary	0344	Management Clerical & Assistant	0561	Budget Clerical & Assistant		
0322	Clerk Typist	0350	Equipment Operator	0986	Legal Clerk & Technician		

* Civilian Intel Personnel Management System

Additional series may be added as needed to reflect occupations new to ARL or government.