

BROADBANDING: Pay for Performance

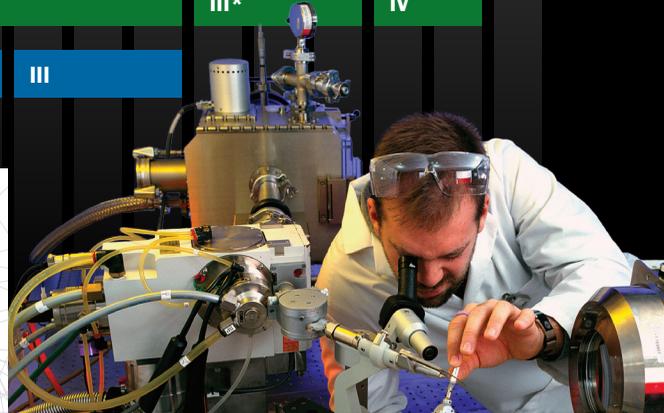
Occupational Families	GS Grade:															+	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		
Engineers & Scientists	I				II							III			IV	V	
E & S Technicians	I								II			III					
Administrative	I				II						III*				IV		
General Support	I				II			III									

* 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.



PERSON



U.S. ARMY RESEARCH LABORATORY

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ARL Personnel Demo Pay Tables

Annual Pay

(Including Locality)

Pay Band	General Schedule Equivalent	Adelphi, MD / Aberdeen Proving Ground, MD						
		Cleveland, OH	Fort Monmouth, NJ	Huntsville, AL	Raleigh-Durham, NC	White Sands, NM / Orlando, FL		
Engineers & Scientists								
DB1	GS 1/1 - 4/10	\$22,336 - \$39,984	\$21,340 - \$38,201	\$23,145 - \$41,432	\$20,862 - \$37,345	\$21,153 - \$37,866	\$20,527 - \$36,746	
DB2	GS 5/1 - 11/10	\$34,415 - \$82,019	\$32,880 - \$78,361	\$35,662 - \$84,990	\$32,143 - \$76,605	\$32,592 - \$77,674	\$31,628 - \$75,376	
DB2e1*	GS 5/1 - 11/10	\$36,021 - \$82,019	\$36,021 - \$78,361	\$36,021 - \$84,990	\$36,021 - \$76,605	\$36,021 - \$77,674	\$36,021 - \$75,376	
DB2e2*	GS 5/1 - 11/10	\$36,021 - \$82,019	\$36,021 - \$78,361	\$36,021 - \$84,990	\$36,021 - \$76,605	\$36,021 - \$77,674	\$36,021 - \$75,376	
DB2IT	GS 5/1 - 11/10	\$38,787 - \$82,019	\$38,233 - \$78,361	\$40,172 - \$84,990	\$38,233 - \$77,912	\$38,233 - \$77,912	\$38,233 - \$77,912	
DB3	GS 12/1 - 13/10	\$75,621 - \$116,901	\$72,249 - \$111,687	\$78,361 - \$121,136	\$70,629 - \$109,184	\$71,616 - \$110,709	\$69,497 - \$107,434	
DB4	GS 14/1 - 15/10	\$106,263 - \$157,100	\$101,524 - \$155,245	\$110,112 - \$157,100	\$99,248 - \$151,766	\$100,634 - \$153,885	\$97,657 - \$149,333	
DB5	120% of GS 15/1 - Exec Lvl III	\$149,994 - \$167,000	\$143,305 - \$167,000	\$155,428 - \$167,000	\$140,093 - \$167,000	\$142,049 - \$167,000	\$137,846 - \$167,000	
E & S Technicians								
DE1	GS 1/1 - 8/10	\$22,336 - \$61,377	\$21,340 - \$58,640	\$23,145 - \$63,601	\$20,862 - \$57,325	\$21,153 - \$58,126	\$20,527 - \$56,406	
DE2	GS 9/1 - 11/10	\$52,146 - \$82,019	\$49,821 - \$78,361	\$54,035 - \$84,990	\$48,704 - \$76,605	\$49,384 - \$77,674	\$47,923 - \$75,376	
DE3	GS 12/1 - 13/10	\$75,621 - \$116,901	\$72,249 - \$111,687	\$78,361 - \$121,136	\$70,629 - \$109,184	\$71,616 - \$110,709	\$69,497 - \$107,434	
Administrative								
DJ1	GS 1/1 - 4/10	\$22,336 - \$39,984	\$21,340 - \$38,201	\$23,145 - \$41,432	\$20,862 - \$37,345	\$21,153 - \$37,866	\$20,527 - \$36,746	
DJ2	GS 5/1 - 10/10	\$34,415 - \$74,654	\$32,880 - \$71,324	\$35,662 - \$77,358	\$32,143 - \$69,726	\$32,592 - \$70,699	\$31,628 - \$68,608	
DJ2IT	GS 5/1 - 10/10	\$38,787 - \$78,128	\$38,233 - \$78,127	\$40,172 - \$81,132	\$38,233 - \$78,128	\$38,233 - \$78,127	\$38,233 - \$78,128	
DJ3c1*	GS 11/1 - 12/10	\$63,091 - \$98,305	\$60,278 - \$93,921	\$65,377 - \$101,866	\$58,927 - \$91,816	\$59,749 - \$93,098	\$57,982 - \$90,344	
DJ3c1IT*	GS 11/1 - 12/10	\$63,091 - \$98,305	\$60,278 - \$93,921	\$65,377 - \$101,866	\$59,932 - \$93,382	\$59,932 - \$93,383	\$59,932 - \$93,382	
DJ3c2*	GS 11/1 - 13/10	\$63,091 - \$116,901	\$60,278 - \$111,687	\$65,377 - \$121,136	\$58,927 - \$109,184	\$59,749 - \$110,709	\$57,982 - \$107,434	
DJ4	GS 14/1 - 15/10	\$106,263 - \$157,100	\$100,524 - \$155,245	\$110,112 - \$157,100	\$99,248 - \$151,766	\$100,634 - \$153,885	\$97,657 - \$149,333	
General Support								
DK1	GS 1/1 - 4/10	\$22,336 - \$39,984	\$21,340 - \$38,201	\$23,145 - \$41,432	\$20,862 - \$37,345	\$21,153 - \$37,866	\$20,527 - \$36,746	
DK2	GS 5/1 - 7/10	\$34,415 - \$55,421	\$32,880 - \$52,949	\$35,662 - \$57,428	\$32,143 - \$51,762	\$32,592 - \$52,485	\$31,628 - \$50,932	
DK3	GS 8/1 - 10/10	\$47,212 - \$74,654	\$45,107 - \$71,324	\$48,923 - \$77,358	\$44,096 - \$69,726	\$44,711 - \$70,699	\$43,389 - \$68,608	

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

Total increase: 1%

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

Total increase: 1%

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

Total increase: 1%

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

Total increase: 1%

Incorporates a locality payment of 16.02% for the locality pay area of Huntsville-Decatur, AL.

Total increase: 1%

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

Total increase: 1%

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

DB - Engineers & Scientists

Series	Description
0020	Community Planner
0101	Social Scientist
0180	Psychology Series
0199	Student Trainee (Social Science)
0401	General Natural Resources Management and Biological Sciences
0413	Physiologist
0471	Management Agronomist
0499	Student Trainee (Biological Sciences)
0601	Research Kinesiologist
0662	Research Optometrist
0665	Research Audiologist
0690	Industrial Hygienist
0801	General Engineering Series
0803	Safety Engineer
0806	Materials Engineer
0808	Architect
0810	Civil Engineer
0819	Environmental Engineer
0830	Mechanical Engineer
0840	Nuclear Engineer
0850	Electrical Engineer
0854	Computer Engineer
0855	Electronics Engineer
0858	Bioengineering and Biomedical Engineer
0861	Aerospace Engineer
0893	Chemical Engineer
0896	Industrial Engineer
0899	Student Trainee (Engineering)
1301	General Physical Science Series
1306	Health Physicist
1310	Physics Series
1313	Geophysicist
1320	Chemistry
1321	Metallurgy
1340	Meteorologist
1350	Geologist
1386	Photographic Technologist
1399	Student Trainee (Chemistry)
1499	Student Trainee (Library and Archives)
1515	Operations Research Analyst
1520	Mathematician
1529	Mathematical Statistician
1550	Computer Scientist
1599	Student Trainee (Computer Science)
1599	Student Trainee (Mathematics)

DE - E & S Technicians

Series	Description
0181	Psychology Technician
0802	Engineering Technical Series
0818	Engineering Draftsman
0856	Electronics Technician
1152	Production Controller
1311	Physical Science Technician
1341	Meteorological Technician
1521	Mathematics Technician
1601	Equipment, Facilities, and Services
1670	Equipment Specialist

DJ - Administrative

Series	Description
0018	Safety and Occupational Health Manager
0028	Environmental Protection Specialist
0080	Security Administration
0099	Student Trainee (Security)
0101	Social Scientist
0170	Historian
0201	Human Resources Management
0260	Equal Employment Opportunity
0301	Miscellaneous Administration and Program
0340	Program Management Series
0341	Administrative Officer
0343	Management and Program Analyst
0346	Logistics Management

DJ - Administrative (continued)

Series	Description
0391	Telecommunications Specialist
0399	Student Trainee (Business)
0501	Financial Administration and Program
0505	Financial Manager
0510	Accounting
0511	Auditor
0560	Budget Analyst
0599	Student Trainee (Budget)
0901	Legal Administrative Specialist
0904	Law Clerk (Business Law)
0905	General Attorney
0999	Student Trainee (Business Law)
1001	General Arts and Information
1020	Illustrator
1035	Public Affairs Specialist
1060	Photographer
1071	Audiovisual Production Specialist
1083	Technical Writing and Editing
1084	Visual Information
1099	Student Trainee (Public Affairs)
1102	Contracting
1170	Realty Specialist
1222	Patent Attorney
1410	Librarian
1412	Technical Information Specialist
1640	Facility Operations Services
1654	Printing Services Specialist
1701	Simulation Training Specialist
1801	General Inspection, Investigation, Enforcement and Compliance
1811	Criminal Investigation
1910	Quality Assurance Specialist
2001	General Supply Specialist
2003	Supply Program Management
2010	Inventory Management Specialist (Enterprise Architecture)
2099	Student Trainee (General Supply)
2101	Transportation Specialist
2130	Traffic Management
2210	Information Technology Specialist
2299	Student Trainee (Information Technology)

DK - General Support

Series	Description
0083	Police Officer
0085	Security Guard
0086	Security Assistant
0203	Human Resources Assistance
0302	Messenger (MVO)
0303	Miscellaneous Clerk and Assistant
0304	Information Receptionist
0305	Mail and File
0318	Secretary
0322	Clerk Typist
0326	Office Automation Clerical and Assistance
0332	Computer Operator
0335	Computer Clerk and Assistant
0342	Support Services Administration
0344	Management and Program Clerical and Assistance Series
0350	Equipment Operator
0361	Equal Employment Assistant
0392	Telecommunications Operator
0399	Student Trainee (Budget & Finance)
0503	Financial Clerical and Technician
0525	Accounting Technician
0544	Civilian Pay
0561	Budget Clerical and Assistance
0986	Legal Assistant
0986	Patent Technician
1105	Purchasing Agent
1106	Procurement Clerical and Technician
1411	Library Technician
1702	Training Coordinator
2005	Supply Clerical and Technician
2099	Student Trainee (General Supply)
2102	Transportation Assistant

* Civilian Intel Personnel Management System

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