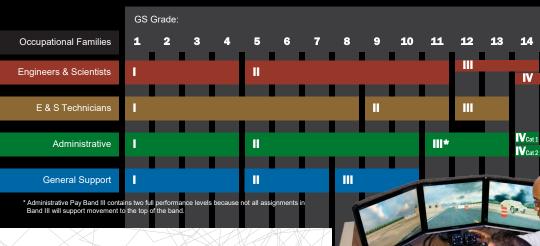
## **BROADBANDING:** Pay for Performance





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.









# U.S. ARMY RESEARCH LABORATORY

2800 Powder Mill Road Adelphi, MD 20783-1138

#### www.arl.army.mil

The Nation's Premier Laboratory for Land Forces

## ARL Personnel Demo Pay Tables



### Annual Pay (Including Locality)

| Pay Band  | <b>General Schedule</b><br>Equivalent   | Adelphi, MD /<br>Aberdeen Proving  |   |   |  |   |   |  |   | White Sands, NM /  |   |
|---|---|--|---|---|--|---|---|--|---|--|---|
|   | eers & Scientists   | Ground, MD   | Austin, TX  | Cleveland, OH   | Detroit, MI  | Huntsville, AL  | Los Angeles, CA   | Raleigh-Durham, NC   | •   | Orlando, FL  | Chicago, IL   |
| DB1   | GS 1/1 - 4/10   | \$26,532 - \$47,503  | \$23,964 - \$42,906   | \$24459 - \$43,791  | \$25,792 - \$46,178  | \$24,297 - \$43,502   | \$26,952 - \$48,255   | \$24,396 - \$43,679  | \$23,757 - \$42,534   | \$23,440 - \$41,967  | \$26,058 - \$46,655   |
| DB2   | GS 5/1 - 11/10  | \$40,883 - \$97,430  | \$36,927 - \$88,000   | \$37,688 - \$89,815   | \$39,743 - \$94,711  | \$37,439 - \$89,222   | \$41,530 - \$98,970   | \$37,592 - \$89,585  | \$36,606 - \$87,237   | \$36,118 - \$86,074  | \$40,153 - \$95,689   |
| DB2e1*  | GS 5/1 - 11/10  | \$40,883 - \$97,430  | \$40,407 - \$88,000   | \$40,407 - \$89,815   | \$40,407 - \$94,711  | \$40,407 - \$89,222   | \$40,407 - \$98,970   | \$40,407 - \$89,585  | \$40,407 - \$87,237   | \$40,407 - \$86,074  | \$40,407 - \$95,689   |
| DB2e2*  | GS 5/1 - 11/10  | \$40,883 - \$97,430  | \$40,407 - \$88,000   | \$40,407 - \$89,815   | \$40,407 - \$94,711  | \$40,407 - \$89,222   | \$40,407 - \$98,970   | \$40,407 - \$89,585  | \$40,407 - \$87,237   | \$40,407 - \$86,074  | \$40,407 - \$95,689   |
| DB2IT   | GS 5/1 - 11/10  | \$43,516 - \$97,430  | \$42,895 - \$88,000   | \$42,895 - \$89,815   | \$44,449 - \$94,711  | \$42,895 - \$89,222   | \$45,070 - \$98,970   | \$42,895 - \$89,585  | \$42,895 - \$87,407   | \$42,895 - \$87,407  | \$44,449 - \$95,689   |
| DB3   | GS 12/1 - 14/10   | \$89,834 - \$164,102   | \$81,139 - \$148,220  | \$82,813 - \$151,276  | \$87,327 - \$159,523   | \$82,266 - \$150,278  | \$91,254 - \$166,697  | \$82,601 - \$150,890   | \$80,436 - \$146,935  | \$79,363 - \$144,976   | \$88,229 - \$161,170  |
| DB4   | GS 14/1 - 15/10   | \$126,233 - \$176,300  | \$114,016 - \$174,347   | \$116,367 - \$176,300   | \$122,711 - \$176,300  | \$115,599 - \$176,300   |   | \$116,070 - \$176,300  |   |  | \$123,978 - \$176,300 *   |
| DB5 12  | 20% of GS 15/1 - Exec Lvl   | 1 III \$178,180 - \$187,300  | \$160,936 - \$187,300   | \$164,255 - \$187,300   | \$173,209 - \$187,300  | \$163,171 - \$187,300   | \$180,998 - \$187,300   | \$163,835 - \$187,300  | \$159,541 - \$187,300   | \$157,414 - \$187,300  | \$174,997 - \$187,300   |
| E &   | <b>S Technicians</b>  |  |   |   |  |   |   |  |   |  |   |
| DE1   | GS 1/1 - 8/10   | \$26,532 - \$72,907  | \$23,964 - \$65,851   | \$24,459 - \$67,209   | \$25,792 - \$70,873  | \$24,297 - \$66,765   | \$26,952 - \$74,060   | \$24,396 - \$67,037  | \$23,757 - \$65,280   | \$23,440 - \$64,410  | \$26,058 - \$71,604   |
| DE2   | GS 9/1 - 11/10  | \$61,947 - \$97,430  | \$55,951 - \$88,000   | \$57,105 - \$89,815   | \$60,218 - \$94,711  | \$56,728 - \$89,222   | \$62,926 - \$98,970   | \$56,959 - \$89,585  | \$55,466 - \$87,237   | \$54,727 - \$86,074  | \$60,840 - \$95,689   |
| DE3   | GS 12/1 - 13/10   | \$89,834 - \$138,868   | \$81,139 - \$125,428  | \$82,813 - \$128,015  | \$87,327 - \$134,993   | \$82,266 - \$127,170  | \$91,254 - \$141,064  | \$82,601 - \$127,687   | \$80,436 - \$124,340  | \$79,363 - \$122,683   | \$88,229 - \$136,387  |
| Ac  | dministrative   |  |   |   |  |   |   |  |   |  |   |
| DJ1   | GS 1/1 - 4/10   | \$26,532 - \$47,503  | \$23,964 - \$42,906   | \$24,459 - \$43,791   | \$25,792 - \$46,178  | \$24,297 - \$43,502   | \$26,952 - \$48,255   | \$24,396 - \$43,679  | \$23,757 - \$42,534   | \$23,440 - \$41,967  | \$26,058 - \$46,655   |
| DJ2   | GS 5/1 - 10/10  | \$40,883 - \$88,684  | \$36,927 - \$80,101   | \$37,688 - \$81,753   | \$39,743 - \$86,210  | \$37,439 - \$81,213   | \$41,530 - \$90,087   | \$37,592 - \$81,544  | \$36,606 - \$79,406   | \$36,118 - \$78,348  | \$40,153 - \$87,100   |
| DJ2IT   | GS 5/1 - 10/10  | \$43,516 - \$88,684  | \$42,895 - \$87,652   | \$42,895 - \$87,652   | \$44,449 - \$89,676  | \$42,895 - \$87,652   | \$45,070 - \$91,024   | \$42,895 - \$87,653  | \$42,895 - \$87,652   | \$42,895 - \$87,652  | \$44,449 - \$89,676   |
| DJ3c1*  | GS 11/1 - 12/10   | \$74,950 - \$116,788   | \$67,696 - \$105,485  | \$69,092 - \$107,660  | \$72,858 - \$113,529   | \$68,636 - \$106,950  | \$76,135 - \$118,635  | \$68,915 - \$107,385   | \$67,109 - \$104,570  | \$66,214 - \$103,176   | \$73,611 - \$114,702  |
| DJ3c1IT*  | GS 11/1 - 12/10   | \$74,950 - \$116,788   | \$67,696 - \$105,485  | \$69,092 - \$107,660  | \$72,858 - \$113,529   | \$67,240 - \$106,950  | \$76,135 - \$118,635  | \$68,915 - \$107,385   | \$67,240 - \$104,570  | \$67,240 - \$103,176   | \$73,611 - \$114,702  |
| DJ3c2*  | GS 11/1 - 13/10   | \$74,950 - \$138,868   | \$67,696 - \$125,428  | \$69,092 - \$128,015  | \$72,858 - \$134,993   | \$68,636 - \$127,170  | \$76,135 - \$141,064  | \$68,915 - \$127,687   | \$67,109 - \$124,340  | \$66,214 - \$122,683   | \$73,611 - \$136,387  |
| DJ4c1**   | GS 14/1 - 14/10   | \$126,233 - \$164,102  | \$114,016 - \$148,220   | \$116,367 - \$151,276   | \$122,711 - \$159,523  | \$115,599 - \$150,278   | \$128,230 - \$166,697   | \$116,070 - \$150,890  | \$113,027 - \$146,935   | \$111,521 - \$144,976  | \$123,978 - \$161,170   |
| DJ4c2**   | GS 14/1 - 15/10   | \$126,233 - \$176,300  | \$114,016 - \$174,347   | \$116,367 - \$176,300   | \$122,711 - \$176,300  | \$115,599 - \$176,300   | \$128,230 - \$176,300   | \$116,070 - \$176,300  | \$113,027 - \$172,836   | \$111,521 - \$170,532  | \$123,978 - \$176,300 *   |
| Ge  | neral Support   |  |   |   |  |   |   |  |   |  |   |
| DK1   | GS 1/1 - 4/10   | \$26,532 - \$47,503  | \$23,964 - \$42,906   | \$24,459 - \$43,791   | \$25,792 - \$46,178  | \$24,297 - \$43,502   | \$26,952 - \$48,255   | \$24,396 - \$43,679  | \$23,757 - \$42,534   | \$23,440 - \$41,967  | \$26,058 - \$46,655   |
| DK2   | GS 5/1 - 7/10   | \$40,883 - \$65,831  | \$36,927 - \$59,459   | \$37,688 - \$60,686   | \$39,743 - \$63,994  | \$37,439 - \$60,285   | \$41,530 - \$66,872   | \$37,592 - \$60,530  | \$36,606 - \$58,944   | \$36,118 - \$58,158  | \$40,153 - \$64,655   |
| DK3   | GS 8/1 - 10/10  | \$56,086 - \$88,684  | \$50,658 - \$80,101   | \$51,702 - \$81,753   | \$54,521 - \$86,210  | \$51,361 - \$81,213   | \$56,973 - \$90,087   | \$51,570 - \$81,544  | \$50,218 - \$79,406   | \$49,549 - \$78,348  | \$55,084 - \$87,100   |
|   |   | Incorporating the 2.2% General<br>Schedule Increase and aLocality<br>Payment of 31.53% for the locality<br>pay area of Washington- Baltimore-<br>Northern Virginia,<br>DC-MD-VA-WV-PA. | Incorporating the 2.2%<br>General Schedule Increase<br>and a Locality Payment of<br>18.80% forthe locality pay area<br>of Austin- Round Rock, TX.   | Incorporating the 2.2% General<br>Schedule Increase and a Locality<br>Payment of 21.25% for the<br>locality pay area of Cleveland-<br>Akron-Canton, OH  | Incorporating the 2.2%<br>General Schedule Increase<br>and a Locality Payment of<br>27.86% forthe locality pay area<br>of Detroit-Warren-Ann Arbor,<br>MI. | Incorporating the 2.2%<br>General Schedule Increase<br>and a Locality Payment of<br>20.45% forthe Iocality pay area<br>of Huntsville-Decatur-<br>Albertville, AL.   | Incorporating the 2.2%<br>General Schedule Increase<br>and a Locality Payment of<br>33.61% for the locality pay<br>area of Los Angeles-Long<br>Beach, CA. | Incorporating the 2.2% General<br>Schedule Increase and a Locality<br>Payment of 20.94% for the<br>locality pay area of Raleigh-<br>Durham-Chapel Hill, NC   | and a Locality Payment of<br>17.77% for the locality pay area<br>of Tucson-Nogales, AZ. | Incorporating the 2.2%<br>General Schedule Increase<br>and a Locality Payment of<br>16.20% for the locality pay<br>area of rest of U.S.  | Incorporating the 2.2% General<br>Schedule Increase and a<br>Locality Payment of 29.18% for<br>the locality pay area of Chicago-<br>Naperville, IL-IN-WI. |
|   |   | e1*: Engineers World-Wi  | de<br>e2*: Electrical, Ele<br>and Compute   |   | Certain Information Te<br>Employees: 0854, 15  | cnnology  | ited to GS-12 Step 10   | c2*: Full Range of Pay E   | 3and c1**: Limited to   | GS-14 step 10 c2**:  | Full Range of Pay Band  |
| DB - Engineers  | & Scientists  | DB - Engineers & Scientist   | s <i>(cont'd)</i> DE - E & S  | Technicians   | DJ - Administrat   | ive   | DJ - Administrative (col  | nt'd) DJ - A   | dministrative <i>(cont'd)</i>   | DK - General   | Support <i>(cont'd)</i>   |
| 0101     Social Scientis       0180     Psychology Se       0199     Student Traine       0401     General Natura       and Biological     0413       0413     Physiologist       0471     Management A       0499     Student Traine       0601     Research Kine       0662     Research Audi       0601     General Engine       0803     Safety Engineer       0804     Chritect       0810     Christer Engineer       0830     Mechanical Enginoer       0840     Nuclear Engineer       0840     Nuclear E | ommunity Planner     0855     Electronics Engineer       ocial Scientist     0858     Bioengineering and Biomedical Engineer       ocial Scientist     0861     Aerospace Engineer       udent Trainee (Social Science)     0893     Chemical Engineer       nerarl Natural Resources Management     0896     Industrial Engineer       d Biological Sciences     0899     Student Trainee (Engineering)       visiologist     1301     General Physical Science Series       anagement Agronomist     1306     Health Physical Science Series       search Kinesiologist     1313     Geophysicist       search Kursologist     1320     Chemistry       search Kursologist     1320     Chemistry       search Kursologist     1320     Chemistry       search Audiologist     1320     Chemistry       search Audiologist     1320     Chemistry       search Kursologist     1320     Chemistry       search Audiologist     1320     Chemistry       search Audiologist     1320     Chemistry       search Audiologist     1320     Metalurgy       < |  | ives)<br>Addition<br>as need<br>ngineer<br>0818<br>0802<br>1819<br>0818<br>184<br>185<br>194<br>184<br>184<br>184<br>184<br>184<br>184<br>184<br>18 | 0181   Psychology Technician   007     0802   Engineering Technicial Series   007     0818   Engineering Draftsman   006     0816   Electronics Technician   007     1152   Production Controller   011     1311   Physical Science Technician   027     1321   Mathematics Technician   026     1601   Equipment, Facilities, and Services   033     1670   Equipment Specialist   034     038   Additional series may be added   056     as needed to reflect occupations   056     new to ARL or government.   056     054   054   054 |  | 0018   Safety and Occupational Health Manager     0028   Environmental Protection Specialist     0009   Security Administration     0090   Scurity Administration     0091   Social Scientist     0110   Social Scientist     0111   Social Scientist     0120   Historian     0201   Human Resources Management     0201   Human Resources Management     0201   Human Resources Management     0201   Human Resources Management     0302   Equal Employment Opportunity     0304   Program Management Series     0314   Administrative Officer     0334   Management and Program Analyst     0336   Logistics Management     0391   Telecommunications Specialist     0399   Student Trainee (Business)     0511   Auditor     0513   Accounting     0514   Auditor     0514   Student Trainee (Budget)     0519   Student Administrative Specialist |   | 0905 General Attorney 2003   0999 Student Trainee (Business Law) 2010   1001 General Atts and Information 2009   1025 Public Affairs Specialist 2101   1060 Photographer 2130   1071 Audiovisual Production Specialist 2210   1083 Technical Writing and Editing 2299   1084 Visual Information 1102   1102 Contracting DK-   1170 Realty Specialist DK- |   | escription     Series     Description       upply Program Management     0326     Office Automation       wentory Management Specialist     0335     Computer Opera       interprise Architecture)     0335     Computer Opera       anaportation Specialist     0342     Support Service       ormation Technology Specialist     0344     Management opera       formation Technology Specialist     0361     Equal Employment Oper       office Automation Technology Specialist     0561     Budget Clerical a       olice Officer     0561     Budget Clerical a     0966       ecurity Quard     0986     Legal Assistant     0986     Patent Technolica       uman Resources Assistance     1106     Purchasing Ager     1106     Purchasing Ager       isseelaneous Clerk and Assistant     1106 |   |