

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 ^{Cat1} IV ^{Cat2}			
General Support	I				II			III									

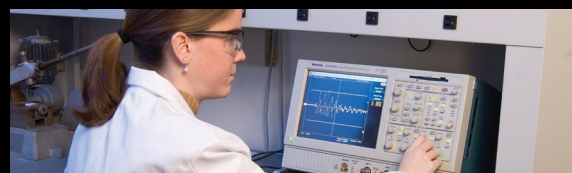
* Administrative Pay Band III contains two full performance levels because not all assignments in Band III will support movement to the top of the band.



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.



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ARL Personnel Demo Pay Tables

