

BROADBANDING: Pay for Performance



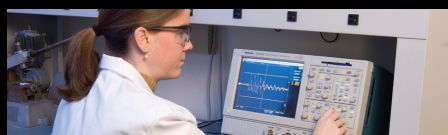
	GS Grade:																	
Occupational Families	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	+		
Engineers & Scientists	I				II							III		IV		V		
E & S Technicians	I								II			III						
Administrative	I				II							III*		IV Cat.1	IV Cat.2			
General Support	I				II			III										

* 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.



2800 Powder Mill Road
Adelphi, MD 20783-1138

arl.devcom.army.mil

2024

ARL Personnel Demo Pay Tables

January 2024



Annual Pay (Including Locality)

Pay Band		General Schedule Equivalent	Adelphi, MD / Aberdeen Proving Ground, MD	Austin, TX	Cleveland, OH	Warren, MI	Huntsville, AL	Los Angeles, CA	Raleigh-Durham, NC	Tucson, AZ	White Sands, NM / Orlando, FL		Chicago, IL
Engineers & Scientists													
DB1	GS 1/1 - 4/10		\$29,299 - \$52,452	\$26,381 - \$47,229	\$26,825 - \$48,024	\$28,322 - \$50,705	\$26,709 - \$47,816	\$29,866 - \$53,468	\$26,801 - \$47,981	\$26,146 - \$46,808	\$25,684 - \$45,982		\$28,672 - \$51,331
DB2	GS 5/1 - 11/10		\$45,146 - \$107,590	\$40,650 - \$96,876	\$41,335 - \$98,507	\$43,642 - \$104,005	\$41,155 - \$98,079	\$46,020 - \$109,673	\$41,297 - \$98,418	\$40,288 - \$96,012	\$39,576 - \$94,317		\$44,180 - \$105,289
DB2e1*	GS 5/1 - 11/10		\$45,146 - \$107,590	\$44,039 - \$96,876	\$44,039 - \$98,507	\$44,039 - \$104,005	\$44,039 - \$98,079	\$44,039 - \$109,673	\$44,039 - \$98,418	\$40,288 - \$96,012	\$44,039 - \$94,317		\$44,180 - \$105,289
DB2e2*	GS 5/1 - 11/10		\$45,146 - \$107,590	\$44,039 - \$96,876	\$44,039 - \$98,507	\$44,039 - \$104,005	\$44,039 - \$98,079	\$44,039 - \$109,673	\$44,039 - \$98,418	\$40,288 - \$96,012	\$44,039 - \$94,317		\$44,180 - \$105,289
DB2IT	GS 5/1 - 11/10		\$47,429 - \$107,590	\$47,429 - \$96,876	\$47,429 - \$98,507	\$47,429 - \$104,005	\$47,429 - \$98,079	\$47,429 - \$109,673	\$47,429 - \$98,418	\$47,429 - \$96,012	\$47,429 - \$94,317		\$47,429 - \$105,289
DB3	GS 12/1 - 14/10		\$99,200 - \$181,216	\$89,322 - \$163,171	\$90,825 - \$165,918	\$95,895 - \$175,178	\$90,431 - \$165,197	\$101,121 - \$184,725	\$90,744 - \$165,768	\$88,525 - \$161,716	\$86,962 - \$158,860		\$97,079 - \$177,341
DB4	GS 14/1 - 15/10		\$139,395 - \$191,900	\$125,514 - \$191,900	\$127,627 - \$191,900	\$134,751 - \$191,900	\$127,073 - \$191,900	\$142,094 - \$191,900	\$127,512 - \$191,900	\$124,395 - \$190,213	\$122,198 - \$186,854		\$136,414 - \$191,900
DB5	120% of GS 15/1 - Exec Lvl III		\$196,757 - \$204,000	\$177,164 - \$204,000	\$180,146 - \$204,000	\$190,201 - \$204,000	\$179,364 - \$204,000	\$200,567 - \$204,000	\$179,984 - \$204,000	\$175,584 - \$204,000	\$172,483 - \$204,000		\$192,550 - \$204,000
E & S Technicians													
DE1	GS 1/1 - 8/10		\$29,299 - \$80,510	\$26,381 - \$72,493	\$26,825 - \$73,714	\$28,322 - \$77,828	\$26,709 - \$73,393	\$29,866 - \$82,069	\$26,801 - \$73,647	\$26,146 - \$71,847	\$25,684 - \$70,578		\$28,672 - \$78,789
DE2	GS 9/1 - 11/10		\$68,405 - \$107,590	\$61,593 - \$96,876	\$62,630 - \$98,507	\$66,126 - \$104,005	\$62,358 - \$98,079	\$69,729 - \$109,673	\$62,574 - \$98,418	\$61,044 - \$96,012	\$59,966 - \$94,317		\$66,942 - \$105,289
DE3	GS 12/1 - 13/10		\$99,200 - \$153,354	\$89,322 - \$138,083	\$90,825 - \$140,408	\$95,895 - \$148,245	\$90,431 - \$139,798	\$101,121 - \$156,323	\$90,744 - \$140,281	\$88,525 - \$136,852	\$86,962 - \$134,435		\$97,079 - \$150,075
Administrative													
DJ1	GS 1/1 - 4/10		\$29,299 - \$52,452	\$26,381 - \$47,229	\$26,825 - \$48,024	\$28,322 - \$50,705	\$26,709 - \$47,816	\$29,866 - \$53,468	\$26,801 - \$47,981	\$26,146 - \$46,808	\$25,684 - \$45,982		\$28,672 - \$51,331
DJ2	GS 5/1 - 10/10		\$45,146 - \$97,925	\$40,650 - \$88,173	\$41,335 - \$89,658	\$43,642 - \$94,662	\$41,155 - \$89,268	\$46,020 - \$99,821	\$41,297 - \$89,577	\$40,288 - \$87,387	\$39,576 - \$85,844		\$44,180 - \$95,830
DJ2IT	GS 5/1 - 10/10		\$47,429 - \$97,925	\$40,650 - \$88,173	\$47,429 - \$89,658	\$47,429 - \$94,662	\$47,429 - \$89,268	\$47,429 - \$99,821	\$47,429 - \$89,577	\$47,429 - \$95,528	\$47,429 - \$85,844		\$47,429 - \$95,830
DJ3c1*	GS 11/1 - 12/10		\$82,764 - \$128,956	\$74,522 - \$116,114	\$75,777 - \$118,069	\$80,006 - \$124,659	\$75,448 - \$117,556	\$84,366 - \$131,452	\$75,708 - \$117,963	\$73,858 - \$115,079	\$72,553 - \$113,047		\$80,994 - \$126,198
DJ3c1IT*	GS 11/1 - 12/10		\$82,764 - \$128,956	\$74,522 - \$116,114	\$75,777 - \$118,069	\$80,006 - \$124,659	\$75,448 - \$117,556	\$84,366 - \$131,452	\$75,708 - \$117,963	\$73,858 - \$115,079	\$72,553 - \$113,047		\$80,994 - \$126,198
DJ3c2*	GS 11/1 - 13/10		\$82,764 - \$153,354	\$74,522 - \$138,083	\$75,777 - \$140,408	\$80,006 - \$148,245	\$75,448 - \$139,798	\$84,366 - \$156,323	\$75,708 - \$140,281	\$73,858 - \$136,852	\$72,553 - \$134,435		\$80,994 - \$150,075
DJ4c1**	GS 14/1 - 14/10		\$139,395 - \$181,216	\$125,514 - \$163,171	\$127,627 - \$165,918	\$134,751 - \$175,178	\$127,073 - \$165,197	\$142,094 - \$184,725	\$127,512 - \$165,768	\$124,395 - \$161,716	\$122,198 - \$158,860		\$136,414 - \$177,341
DJ4c2**	GS 14/1 - 15/10		\$139,395 - \$191,900	\$125,514 - \$191,900	\$127,627 - \$191,900	\$134,751 - \$191,900	\$127,073 - \$191,900	\$142,094 - \$191,900	\$127,512 - \$191,900	\$124,395 - \$190,213	\$122,198 - \$186,854		\$136,414 - \$191,900
General Support													
DK1	GS 1/1 - 4/10		\$29,299 - \$52,452	\$26,381 - \$47,229	\$26,825 - \$48,024	\$28,322 - \$50,705	\$26,709 - \$47,816	\$29,866 - \$53,468	\$26,801 - \$47,981	\$26,146 - \$46,808	\$25,684 - \$45,982		\$28,672 - \$51,331
DK2	GS 5/1 - 7/10		\$45,146 - \$72,703	\$40,650 - \$65,463	\$41,335 - \$66,565	\$43,642 - \$70,280	\$41,155 - \$66,276	\$46,020 - \$74,110	\$41,297 - \$66,505	\$40,288 - \$64,879	\$39,576 - \$63,733		\$44,180 - \$71,148
DK3	GS 8/1 - 10/10		\$61,933 - \$97,925	\$55,765 - \$88,173	\$56,704 - \$89,658	\$59,869 - \$94,662	\$56,458 - \$89,268	\$63,132 - \$99,821	\$56,653 - \$89,577	\$55,268 - \$87,387	\$54,292 - \$85,844		\$60,608 - \$95,830
			Incorporating the 4.7% General Schedule Increase and a Locality Payment of 33.26% - Total Increase: 5.31% For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 19.99% For the Locality Pay Area of Austin-Round Rock-Georgetown, TX. Total Increase: 5.22% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 22.01% For the Locality Pay Area of Cleveland-Akron-Long Beach, OH-PA. Total Increase: 4.98% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 28.82% For the Locality Pay Area of Detroit-Warren-Ann Arbor, MI. Total Increase: 5.07% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 21.48% For the Locality Pay Area of Huntsville-Decatur, AL-TN. Total Increase: 5.15% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 35.84% For the Locality Pay Area of Los Angeles-Long Beach, CA. Total Increase: 5.44% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 21.90% For the Locality Pay Area of Raleigh-Durham-Cary, NC. Total Increase: 5.16% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 18.92% For the Locality Pay Area of Tucson-Nogales, AZ. Total Increase: 5.16% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 16.82% For the Locality Pay Area of Rest of U.S. Total Increase: 4.99% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 30.41% For the Locality Pay Area of Chicago-Naperville, IL-IN-WI. Total Increase: 5.20% Effective January 2024	Incorporating the 4.7% General Schedule Increase and a Locality Payment of 30.41% For the Locality Pay Area of Chicago-Naperville, IL-IN-WI. Total Increase: 5.20% Effective January 2024
			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 Pay Band	c1**: Limited to GS-14 step 10	c2**: Full Range of Pay Band				

DB - Engineers & Scientists		DB - Engineers & Scientists (cont'd)		DE - E & S Technicians		DJ - Administrative		DJ - Administrative (cont'd)		DJ - Administrative (cont'd)		DK - General Support (cont'd)			
Series	Description	Series	Description	Series	Description	Series	Description	Series	Description	Series	Description	Series	Description		
0020	Community Planner	0855	Electronics Engineer	0181	Psychology Technician	0018	Safety and Occupational Health Manager	0905	General Attorney	2003	Supply Program Management	0326	Office Automation Clerical and Assistance		
0101	Social Scientist	0858	Bioengineering and Biomedical Engineering	0802	Engineering Technical Series	0028	Environmental Protection Specialist	0999	Student Trainee (Business Law)	2010	Student Management Specialist (Enterprise Architecture)	0332	Computer Operator		
0180	Psychology Series	0861	Aerospace Engineer	0818	Engineering Draftsman	0080	Security Administration	1001	General Arts and Information	2099	Student Trainee (General Supply)	0335	Computer Clerk and Assistant		
0199	Student Trainee (Social Science)	0893	Chemical Engineer	0856	Electronics Technician	0099	Student Trainee (Security)	1020	Illustrator	2101	Transportation Specialist	0342	Support Services Administration		
0401	General Natural Resources Management	0896	Industrial Engineer	1152	Production Controller	0101	Social Scientist	1035	Public Affairs Specialist	2130	Traffic Management	0344	Management and Program Clerical		
0401	Biological Sciences	0899	Student Trainee (Engineering)	1311	Physical Science Technician	0170	Historian	1060	Photographer	2210	Information Technology Specialist	0350	Equipment Operator		
		0413	Physiologist	1301	General Physical Science Series	0201	Human Resources Management	1071	Audiovisual Production Specialist	2299	Student Trainee (Information Technology)	0361	Equal Employment Assistant		
		0471	Management Agronomist	1306	Health Physicist	0260	Equal Employment Opportunity	1085	Technical Writing and Editing			0362	Telecommunications Operator		
0499	Student Trainee (Biological Sciences)	1310	Physics Series	1521	Mathematics Technician	0301	Miscellaneous Administration and Program	1084	Visual Information			0399	Student Trainee (Budget & Finance)		
0601	Research Kinesiologist	1313	Geophysicist	1670	Equipment Specialist	0340	Program Management Series	1099	Student Trainee (Public Affairs)			0503	Financial Clerical and Technician		
0662	Research Optometrist	1320	Chemistry			0341	Administrative Officer	1102	Contracting			0525	Accounting Technician		
0665	Research Audiologist	1321	Metalurgy			0343	Management and Program Analyst	1170	Reality Specialist			0544	Civilian Pay		
0690	Industrial Hygienist	1340	Meteorologist			0346	Logistics Management	1222	Patent Attorney			0561	Budget Clerical and Assistance		
0801	General Engineering Series	1350	Geologist			0391	Telecommunications Specialist	1410	Librarian			0686	Legal Assistant		
0803	Safety Engineer	1386	Photographic Technologist			0399	Student Trainee (Business)	1412	Technical Information Specialist			0690	Patent Technician		
0806	Materials Engineer	1399	Student Trainee (Chemistry)			0501	Financial Administration and Program	1640	Facility Operations Services			1105	Purchasing Agent		
0808	Architect	1409	Student Trainee (Library and Archives)			0505	Financial Manager	1654	Printing Services Specialist			1106	Procurement Clerical and Technician		
0810	Civil Engineer	1515	Operations Research Analyst			0510	Accounting	1701	Simulation Training Specialist			1411	Library Technician		
0819	Environmental Engineer	1520	Mathematician			0511	Auditor	1801	General Inspection, Investigation, Enforcement and Compliance			1702	Training Coordinator		
0830	Mechanical Engineer	1529	Mathematical Statistician			0560	Budget Analyst					2005	Supply Clerical and Technician		
0840	Nuclear Engineer	1560	Computer Scientist			0599	Student Trainee (Budget)	1811	Criminal Investigation			2099	Student Trainee (General Supply)		
0850	Electrical Engineer	1569	Student Trainee (Computer Science)			0901	Legal Administrative Specialist	1910	Quality Assurance Specialist			2102	Transportation Assistant		
0854	Computer Engineer	1599	Student Trainee (Mathematics)			0904	Law Clerk (Business Law)	2001	General Supply Specialist						
														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	Clark Typist