

U.S. NUCLEAR REGULATORY COMMISSION MANAGEMENT DIRECTIVE (MD)

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<i>Volume 10,</i>	Personnel Management	
<i>Part 2:</i>	Position Evaluation and Management, Pay Administration, and Leave	
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<i>Issuing Office:</i>	Office of the Chief Human Capital Officer	
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EXECUTIVE SUMMARY		
<p>Appendix 4130-C, Part VIII, is being revised to update and consolidate agency salary schedules. On December 18, 2015, the President signed Executive Order 13715 authorizing pay adjustments for various Federal pay systems. The Executive Order provided for an across-the-board increase of 1 percent in the rates of basic pay for the statutory pay systems including the General Schedule (which the GG parallels), and locality pay increases costing approximately 0.3 percent of basic payroll, reflecting an overall average pay increase of 1.3 percent. Executive Schedule pay levels were increased by approximately 1 percent (rounded to the nearest \$100).</p> <p>Attached are Exhibits 1 through 13, which contain the basic pay and special salary schedules for 2016, including locality rates for law enforcement officers; and Exhibits A through F, which contain locality rates for non-law enforcement employees. GG-12 was eliminated from Exhibit 8 because it was no longer necessary. The effective date for all schedules is January 10, 2016, except that the effective date for Exhibit 7 is October 18, 2015.</p> <p>Note: Please remove pages 59 through 113 revised February 26, 2015, and replace with new pages 59 through 97 revised February 4, 2016.</p>		

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U. S. NUCLEAR REGULATORY COMMISSION
NRC MANUAL
TRANSMITTAL NOTICE

CHAPTER NRC 4130 POSITION EVALUATION AND PAY ADMINISTRATION

SUPERSEDED:

	Number	Date
Chapter	_____	_____
Page	_____	_____
	_____	_____
Appendix	<u>NRC-4130-C, IV</u>	<u>6/10/84</u>
	Pages 23-36	

TRANSMITTED:

	Number	Date
TN	<u>4100-106</u>	_____
Chapter	_____	_____
Page	_____	_____
	_____	_____
Appendix	<u>NRC-4130-C, IV</u>	<u>10/1/86</u>
	Pages 23-36	

REMARKS:

NRC Appendix 4130-C, Part IV, has been revised to conform with new performance appraisal system requirements relating to within-grade increases. Brief descriptions of these changes are listed below. Please insert superseded pages, where applicable.

NRC Appendix 4130-C

1. A specific statement has been added that NRC is not covered by 5 U.S.C. 5331 et seq. or by OPM rules and regulations pertaining to within-grade increases and quality step increases. However, NRC parallels certain provisions of OPM regulations. (See Part IV, B.)
2. Four generic requirements established to grant an employee a within-grade increase (WIGI) have been added. (See Part IV, B.)
3. The procedures for "Acceptable level of competence" have been clarified to indicate that the most recent rating of record from the most recently completed appraisal period must be at least "Fully Successful" to grant a WIGI. (See Part IV, B.6.b.)
4. New procedures have been added requiring a rating of record be prepared when a WIGI decision is not consistent with the employee's most recent rating of record. (See Part IV, B.6.f.)
5. New procedures have been added relating to delays in acceptable level of competence determinations for WIGIs. (See Part IV, B.7.)
6. Specific reasons for waiving the requirement for an acceptable level of competence determination and granting a WIGI are incorporated and expanded. (See Part IV, B.8.)

7. Procedures concerning a denial of WIGI notice have been changed to indicate that a new performance determination will be made not later than 52 calendar weeks following the original eligibility date for the WIGI instead of the date of denial. (See Part IV, B.11.c.(2)(e))
8. Procedures relating to sustained denial of WIGI cases are clarified by requiring a new performance determination be made no longer than 52 calendar weeks after each denial. (See Part IV, B.12.)
9. Eligibility criteria, limitations and procedural requirements for high quality increases (HQIs) have been removed and placed in NRC 4151, "Non-SES Performance Appraisal System" since HQIs are now a part of the performance management program. (See Part IV, C.2.)
10. Procedures concerning pay authorization for HQIs are now included in this Appendix. (See Part IV, C.3.)

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PART IGENERAL PROVISIONS

A. APPLICABILITY

The provisions of this appendix apply to all employees, unless otherwise specified, except:

1. Members of the Senior Executive Service.
2. Experts and consultants (See NRC 4139).
3. Administrative Law Judges appointed under 5 U.S.C. 3105 (see 5 CFR Part 930, Subpart B, "Appointment, Pay, and Removal of Administrative Law Judges").
4. To the extent regulations contained in this appendix conflict with or are modified by the negotiated agreement with the employees' exclusive representative, the negotiated agreement shall govern for employees in bargaining unit positions.

B. COVERAGE

This appendix prescribes the salary and wage schedules under which NRC employees are paid and gives instructions for setting and adjusting the rates of individual employees within these schedules.

C. DOCUMENTATION

Unless specifically stated otherwise, pay-setting personnel actions are documented in accordance with instructions in Federal Personnel Manual (FPM) Supplement 296-33.

PART IISALARY SCHEDULES AND RATESA. SALARY SCHEDULES WITH GRADES AND/OR LEVELS

Most NRC employees are in positions under job evaluation systems with grade designations and concomitant salary schedules. With few exceptions (see 5., below), NRC employees are paid under this appendix in accordance with the appropriate schedule of rates. These schedules are issued, normally annually, as bulletins to this appendix.

1. General Salary Schedule

NRC's General Salary Schedule of 18 grades of per annum rates is adopted by the Executive Director for Operations and is applicable to NRC employees in GG positions unless the position is covered by a special salary schedule. This schedule is normally identical to that in 5 U.S.C. 5332(a), from which NRC is exempt.

2. Special Salary Schedules

To aid in recruitment or retention of employees, the NRC may establish or revise a special schedule of rates for any grade or grades of the General Salary Schedule for application to positions in a particular occupational group or line of work (nationwide or in a particular location). The Director, Division of Organization and Personnel, will make an independent analysis of available data including each special schedule issued by the Office of Personnel Management to determine its applicability to NRC's needs for the recruitment and retention of employees. Directors of Offices and Regional Administrators will advise the Director, Division of Organization and Personnel, whenever a recruitment or retention difficulty develops which may justify adoption or revision of a special schedule. See also Part V below.

3. Locality Rate Schedules

NRC employees in locality rate jobs are paid in accordance with locality rate schedules approved by the Director, Division of Organization and Personnel, based upon schedules issued under the Coordinated Federal Wage System (see FPM Chapter 532).

- a. NRC Authority. By definition of the term "agency" under 5 U.S.C. 5342, NRC is excluded from its coverage. However, NRC conforms to the provisions of the Federal Wage System on a voluntary basis. This conformance permits direct use by NRC of the wage schedules issued in each locality for application by all Federal agencies that are actually covered by the system.

- b. Classification and Grading. Locality rate jobs are classified and graded by the methods and standards described in FPM Chapter 532, and FPM Supplement 532-1.
- c. Pay Schedules. Normally separate pay-rate schedules are provided for nonsupervisory jobs, leaders, supervisory jobs, and certain speciality occupations such as printing and lithographic jobs.

4. Federal Executive Salary Schedule

Chapter 53, Subchapter II, Title 5, U.S.C., contains the "Federal Executive Salary Schedule," consisting of five salary levels and an annual rate of basic pay for each level. NRC positions now designated to these levels are shown below:

<u>Level</u>	<u>NRC Position Included</u>	<u>Energy Reorganization Act, as Amended</u>	<u>U.S. Code Citation</u>
I	None		
II	Chairman, Nuclear Regulatory Commission	PL 93-438	5 U.S.C. 5313
III	Members, Nuclear Regulatory Commission	PL 93-438	5 U.S.C. 5314
IV	Executive Director for Operations*	PL 93-438	5 U.S.C. 5315
IV	Director, Nuclear Reactor Regulation*	PL 93-438	5 U.S.C. 5315
IV	Director, Nuclear Material Safety and Safeguards*	PL 93-438	5 U.S.C. 5315
IV	Director, Nuclear Regulatory Research*	PL 93-438	5 U.S.C. 5315
V	General Counsel, Nuclear Regulatory Commission*	PL 93-438	5 U.S.C. 5316
V	Five additional officers at Executive Level V to be determined at the discretion of NRC	PL 93-438	5 U.S.C. 5316

*On the date of publication of this appendix, this position is included within the Senior Executive Service (SES) and, also, continues to be a part of 5 U.S. Code 5315 or 5316, as appropriate. The Civil Service Reform Act of 1978 overlaid the SES upon this position; however, the Congress obligated itself to review the continuation of the SES within 5 years from its effective date.

5. Pay of Administrative Law Judges

Administrative Law Judges appointed under 5 U.S.C. 3105 are the only NRC employees who are in positions subject to Chapter 51 of Title 5, U.S.C. Consequently, such Administrative Law Judges shall be paid in appropriate GS grades pursuant to 5 CFR, Part 930, Subpart B rather than this appendix.

B. SALARY SCHEDULES WITHOUT GRADES

The NRC has exercised its authority under Section 161.d. of the Atomic Energy Act of 1954, as amended (as continued by the Energy Reorganization Act of 1974, as amended) to except itself from the Classification Act of 1949 (Chapter 51, 5 U.S.C.) with regard to the classification and pay of its employees whose positions would otherwise be covered by Chapter 51. The NRC has deemed it necessary and prudent to utilize that authority in certain ways to attract and retain the highly qualified personnel required to carry out the Agency's missions, programs and projects.

1. Professional College Recruitment Schedules

Consistent with its statutory authority, NRC establishes, when necessary, salary rates for the recruitment of college and university graduates to meet the demands of the market place in order to attract the high-quality candidates that are deemed necessary to staff entry-level professional positions in the Agency. As required, the Director, Division of Organization and Personnel, issues appropriate salary schedules for professional recruits from the recent graduates of our Nation's colleges and universities. These schedules are issued, when required, as bulletins under this appendix.

2. Scientific and Technical Pay Authority

When the Congress permitted the NRC to continue to use the authority in Section 161.d. of the Atomic Energy Act of 1954, as amended, to except its positions from the civil service laws, it also provided the NRC with the latitude and discretion to fix the pay of scientific and technical personnel, limited only to the highest rate of pay payable to a GS-18 position under the General Schedule of the Classification Act of 1949, as amended.

Thus, when NRC deems it necessary, scientific and technical personnel may be paid any rate of pay up to the level then currently payable to a GS-18 position under the General Schedule. This is often referred to as NRC's "scientific and technical pay authority." This authority may be, and has been, used to establish special salaries for groups of or individual scientific and technical positions. See also Part V below.

C. APPLYING BASIC RATES TO EMPLOYEES

1. Pay Computation Rules

Except as provided in 2., below, the following pay computation rules apply:

- a. the basic per annum rate for an NRC full-time employee is considered as payment for employment during 26 pay periods (see b. below), each consisting of 80 hours of regularly scheduled work.
- b. such employee is paid at 2-week intervals for a pay period which consists of 2 consecutive administrative workweeks.
- c. the basic hourly rate is 1/2087th of the annual rate. If any fraction of a cent results, this is adjusted to the nearest cent, counting one-half cent and over as a whole cent.
- d. the basic biweekly rate is derived by multiplying the hourly rate by 80 (or by the number of hours worked during the pay period, if a part time or intermittent ("W.A.E.") employee).
- e. the current Office of Personnel Management Salary Table is used for information on basic hourly or biweekly rates (as well as premium pay rates for overtime, night, and Sunday and holiday pay) for employees in GG grades or equivalent rates.

2. Pay of Commission Members

The Chairman and Commissioners of the Nuclear Regulatory Commission, whose per annum rates are specified in 5 U.S.C. 5313 and 5314, are exempt from 5 U.S.C. 5504 as "Heads of an Executive Agency." Hence, they are subject to 5 U.S.C. 5505, which states that their pay period covers 1 calendar month and prescribes special rules for division of time and computation of pay on a monthly and fractional monthly basis. (C.G. Decision B-163376 of March 8, 1968.) Pay for a Commissioner commences on the date he/she is sworn into office irrespective of the reporting date for work.

3. Pay of Consultants, Advisers, Experts, and Members of Boards and Committees. See NRC 4139, "Utilization of Consultants and Members."

4. Pay of Locality Rate Employees

NRC locality rate employees, by administrative determination, also are paid at 2-week intervals for a pay period which consists of 2 consecutive administrative workweeks. Where an annual rate is contained in a locality rate schedule, as for certain supervisory employees, hourly and biweekly rates are derived as in 1., above.

D. LIMITS ON GROSS PAY

1. Statutory Limitation on Premium Pay. See NRC 4136.
2. Limitation on Pay from More Than One Civilian Office or Position. See FPM Supplement 990-2, Book 550.
3. Limitation on Pay in Case of Reemployment of Retired Federal Employees. See FPM Supplement 831-1.
4. Limitation on Retired or Retirement Pay of Retired Officers of the Uniformed Services in Federal Civilian Employment.

See FPM Supplement 990-2, Book 550. (In general, under the Dual Compensation Act, 78 Stat. 494, such retired officer is entitled to the full Federal civilian salary, and his/her retired or retirement pay is reduced to an annual amount computed by the responsible military pay center in accordance with the instructions contained in Title 5 of the United States Code.)

E. MINIMUM SALARY OR WAGE RATES

The Fair Labor Standards Act, as amended (see 5 CFR Part 551) requires that all nonexempt employees be paid at or above a prescribed minimum rate. This includes all nonexempt locality rate, graded, and Administratively Determined nongraded employees. Criteria for determining "exempt" or "nonexempt" status are provided in NRC 4136.

The Fair Labor Standards Act requirements are applicable in the 50 States, the District of Columbia, Puerto Rico, the Virgin Islands, Outer Continental Shelf Lands (Chapter 345, 67 Stat 462), American Samoa, Guam, Wake Island, Eniwetok Atoll, Kwajalein Atoll, Johnston Island, and the Canal Zone.

PART IIISETTING RATES IN PERSONNEL ACTIONS

A. APPOINTMENTS

1. New to Federal Service

- a. An appointment of a person new to Federal service to a position in the NRC (GG or locality rate) shall be made at the minimum step rate of the appropriate grade in the schedule applicable to the position being filled, except where a higher rate may be justifiable under G. below, or in accordance with b., c., and d. immediately below.
- b. Under its scientific and technical pay authority arising from Sec. 161.d. of the Atomic Energy Act of 1954, as amended, the NRC may appoint personnel to scientific and technical positions at individually determined rates of pay not to exceed the maximum rate payable to a GS-18 position under the General Salary Schedule. (Known as "AD" and "S&T" rates - see G. and Part V below.)
- c. Rates of pay for recent college and university graduates may be established periodically to coincide with the Agency's college recruitment program for entry-level professional positions. (See Part II, B.1. above)
- d. Pay schedules are also established from time to time for special employment programs, such as cooperative work-study arrangements with colleges and universities, summer youth employment, and stay-in-school work. Pay rates for these programs are established and revised as required via bulletins to this appendix.

2. From Another Federal Agency

- a. Except as provided in b., below (the "highest previous rate rule"), when an employee is appointed by transfer from another Federal agency without a break in service, the initial NRC pay rate shall be determined as follows:
 - (1) Except as in (5) below, in a transfer at the same GG or locality rate grade, the employee shall receive the step rate payable in NRC for the step of the grade held by the employee in the former agency.

- (2) Except as in (5) below, in a promotion to a position at a higher grade than previously held, (see B. below for definition of "promotion"), the rate in the higher grade will be determined in accordance with B.2. below.
- (3) Except as in (5) and (6) below, in a change to a lower grade than that previously held (see C. below for definition of "change to lower grade"), the rate in the lower grade will be that scheduled step rate which is equal to or next higher than the rate held previously by the employee in the higher grade; or the maximum scheduled rate in the NRC position if there is no scheduled rate which meets the above requirement.
- (4) Except as in (5) and (6) below, when an employee is appointed to a position in NRC from a GM (Merit Pay) position under the Federal Merit Pay System in another agency, the NRC salary shall be set as follows:
 - (a) When appointed in NRC at the same or lower grade as that held in the former agency, the step rate in the applicable NRC salary schedule shall be selected which is closest to the employee's current rate under Merit Pay that does not result in a loss of pay; usually this will be the step rate in NRC immediately above the rate being paid to the employee in the former agency. If the rate being paid to the employee in the former agency is identical to a step rate in the grade to which the employee is appointed in NRC, that step rate shall be selected in NRC. In a change to lower grade appointment, if the rate being paid in the former agency exceeds the rate range of the lower grade, the top step of the lower grade shall be selected.
 - (b) When appointed in NRC to a higher grade, the appointee's new pay rate in the higher grade shall be computed as follows:

The starting point shall be a theoretical calculation of what the person would have been making in NRC had he/she been at a step rate of the grade from which appointed in the applicable NRC salary schedule. That calculation shall be made as described in (a) immediately above. Then, the new salary for the higher grade in NRC shall be established based on the "two-step increase" principle used for GG promotions as described in B.2 below.

- (5) An employee transferring to an NRC position who has been under grade or pay retention in his/her immediately previous position shall be entitled to continue such grade or pay retention, as applicable, in accordance with Part VI below. However, note that such an employee is not entitled to priority consideration for repromotion - see Part VI, C.6. below.
- (6) An employee transferring to an NRC position at a lower grade than his/her immediately previous position who presents evidence acceptable to the NRC that he/she would be reduced in grade or separated due to reduction-in-force action if he/she remained in the losing agency may be granted grade and/or pay retention, as applicable, in accordance with Part VI below if the approving official and the personnel specialist determine that this would be in the best interest of the NRC. Note that such an employee is not entitled to priority consideration for repromotion -see Part VI, C.6. below.

b. "Highest Previous Rate Rule"

However, in any case described above, the employee may be paid at any step rate for the grade of the new position which does not exceed the employee's highest previous rate, as determined in (3) below. In situations not addressed fully herein, it is the intent of NRC to determine the employee's highest previous rate by following the guidance contained in FPM Supplement 990-2, Book 531, unless following the FPM would conflict with a stated NRC policy or procedure, in which case the NRC policies and procedures prevail. If the highest previous rate falls between two step rates in the grade for the new position, the employee to whom the highest previous rate rule is being applied will normally be given the higher step rate. In no case will an employee be paid less than the minimum step rate for the grade of the position.

- (1) Normally, the highest previous rate should be considered instead of following the rules in a. above only where (a) the work and conduct record of the individual concerned is entirely satisfactory and (b) the training and experience gained at the highest previous pay rate can be anticipated to make a substantial contribution in the performance of the duties of the new position. Thus, after a long absence from work (such as over 2 years in professional or related fields of work or over 10 years in clerical work), or where recent related experience is lacking, or if a new type of work is to be done, the highest previous rate should not normally be applied.
- (2) Whenever an appointee is granted a step rate by application of the "highest previous rate rule," notation must be made on the Notification of Personnel Action (SF-50)

in accordance with FPM Supplement 296-33, stating that the highest previous rate is the basis for selecting the rate.

- (3) An employee's highest previous rate is determined as follows:
- (a) Except as in (b) below, the rate shall be one paid the employee while under an appointment not limited to 90 calendar days or less, or while employed with a regular prearranged tour of duty over a period of at least 90 calendar days, or while employed without a regular prearranged tour of duty on at least 64 calendar days in pay status over a period of at least 90 calendar days.
 - (b) The rate shall not be based on a rate:
 - 1 paid while serving as an expert, advisor, or consultant, under 5 U.S.C. 3109; or
 - 2 resulting from a temporary promotion of less than 90 calendar days' duration.
 - (c) If the highest previous rate was earned in a position subject to the same type of schedule by subsequent amendments of that as the NRC position, it is increased by subsequent amendments of that schedule. EXAMPLE: Employee who was transferring to NRC on June 13, 1982, had been a GS-8/1 in 1963 (then \$6080 per annum). The rate in effect for GG-8/1 (NRC's GG schedule is equivalent to the GS schedule) as of June 13, 1982 was \$17,634, which was thus the current value of the employee's highest previous rate.
 - (d) If the highest previous rate was earned in a position subject to another type of schedule than the NRC position (including a special schedule), an equivalent rate is first selected by comparing the actual rate earned at the time of service with the rates in the schedule to which the NRC position is subject which was in effect as of the last date of the employee's service in that position.
 - 1 When the actual rate is the same as a rate in the schedule to which the NRC position is subject, that rate is the equivalent rate.
 - 2 When the actual rate is the same as a rate which occurs in more than one grade under the schedule to which the NRC position is subject,

the rate which is greater when converted under (e) below is the equivalent rate.

3 When the actual rate falls between two rates in the schedule to which the NRC position is subject, the higher rate is the equivalent rate.

4 When the actual rate falls between two rates in more than one grade in the schedule to which the NRC position is subject, the rate which is greater when converted under (e) below is the equivalent rate.

(e) The rate determined under (d) above is converted to the equivalent rate under the currently effective schedule to which the NRC position is subject, and that rate is the employee's highest previous rate.

(f) Examples of Highest Previous Rate Determinations:

1 Employee who separated from Federal service in March 1963 as Foreign Service Officer, Class 8, \$6095 per annum, was appointed to a GG position in NRC in June 1982. In the GS schedule (equivalent to the current GG schedule) in effect in the AEC (NRC's predecessor agency) during March 1963, the annual rate of \$6095 appeared only once, as the rate for GS-7, step 4. The value of GG-7, step 4, in the GG schedule in effect during June 1982, was \$17,515. This was therefore the employee's highest previous rate.

2 Employee who separated from Federal service in March 1963 as a postal field service employee, PFS-4, step 5, \$5205 per annum, was appointed to a GG position in NRC in June 1982. In the GS schedule in effect in the AEC during March 1963, the annual rate of \$5205 appeared twice: as the rates for GS-5, step 5, and GS-6, step 2. The value of GS-5, step 5, in the GG schedule in effect during June 1982, was \$14,566; the value of GG-6, step 2, in that schedule was \$14,806. Since \$14,806 was higher, this was the employee's highest previous rate.

3 Employee was appointed by transfer to a GG position in the NRC in December 1982, from a locality rate position in another Federal agency at WG-4, step 3, \$7.46 per hour. The equivalent annual rate for \$7.46 per hour is \$15,517. This rate was between steps 9 and 10 for GG-4 in effect during December 1982, between steps

5 and 6 for GG-5, and between steps 2 and 3 for GG-6. As GG-6, step 3, \$15,895 was higher than either GG-4, step 10 (\$15,531) or GG-5, step 6 (\$15,599), \$15,895 was the employee's highest previous rate.

- (g) The employee's highest previous rate may have been attained in a position in any branch of the Federal government (executive, legislative, or judicial), or in a mixed government ownership corporation (such as one in which there is Federal-State or Federal-County financing and operation). In regard to former service in the legislative branch, the highest previous rate rule may be applied to a Member of the Senate or House of Representatives or an employee whose pay was disbursed by the Secretary of either House, but only where, in either case, the Member or employee has completed 2 or more years of service.

3. Following a Period of Separation from Federal Service

When a person is appointed following a period of separation from Federal service with either the NRC or another Federal agency, the employee may be paid at the first step of the grade or at any step of the grade up to and including the highest previous rate as determined in accordance with 2.b., above. (Note that nonworkdays falling between otherwise continuous periods of service are not considered as interrupting such service (45 C.G. 345).)

4. Effective Date of Appointment. When the appointee enters on duty on a Monday, or on a Tuesday when the preceeding Monday was a legal Federal holiday (or day observed by Federal employees in lieu of a legal Federal holiday), the effective date of the appointment shall normally be the preceeding Sunday, provided the appointee had accepted the appointment prior to the Sunday. (Note that in cases when the Monday is a holiday (or day observed in lieu of a holiday), when the appointee had accepted the appointment prior to the Sunday, and when the appointment was made effective Sunday, the appointee who enters on duty on the Tuesday is entitled to pay for the Monday holiday (45 C.G. 660).)

B. PROMOTIONS

1. Definition: The official change of an employee from one grade level to a higher grade level in the same pay system, or to a position with a higher representative rate under a different pay system.
2. With the exception of employees receiving retained pay under Part VI below (see 5. below) and application of the "highest previous rate rule" (see 3. below), an employee promoted permanently or temporarily from one GG grade to a higher GG grade receives

the lowest step rate in the higher grade that exceeds the employee's step rate in the lower grade by not less than an amount equal to two step increases in the lower grade. An employee promoted permanently or temporarily from one locality rate grade to a higher locality rate grade; or from a GG position to a locality rate position with a higher representative rate; or from a locality rate position to a GG position with a higher representative rate, receives the lowest step rate in the higher grade (not to exceed the top step of the higher grade) which exceeds the employee's step rate in the lower grade by at least four percent of the representative rate of the grade from which promoted. When the promotion is to a position in a different wage area, the employee's pay entitlement shall be determined as if there were two pay actions - a promotion and a re-assignment - and they shall be processed in the order which gives the employee the maximum benefit.

3. The employee may be eligible for a higher rate by reason of application of the "highest previous rate rule" (see A.2.b., above).
4. Time-in-grade requirements for promotion are set forth in Appendix 4108, Part VI.
5. When an NRC employee who is receiving a retained rate of pay under Part VI below is promoted, the employee is entitled to the higher of:
 - a. basic pay at a rate two steps above the rate the employee would have been receiving if Part VI below were not applicable to him/her; or
 - b. his or her existing rate of basic pay.
6. Upon termination of a temporary promotion, the employee concerned will be placed at the step rate in the grade from which temporarily promoted that would have been applicable if the temporary promotion had never taken place - see also Part IV, B.8. below. (See NRC Appendix 4108 for regulations governing making and terminating temporary promotions.)

C. CHANGES TO LOWER GRADE

1. Definition: The official change of an employee from one grade level to a lower grade level in the same pay system, or to a position with a lower representative rate under a different pay system.
2. Involuntary Changes to Lower Grade - When Eligible for Grade and/or Pay Retention

See Part VI for regulations concerning Grade and Pay Retention.

3. Involuntary Changes to Lower Grade - When Not Eligible for Grade and/or Pay Retention

When an employee's change to lower grade is a consequence of performance or conduct deficiencies; or upon the consent of the employee to a demotion in lieu of action for such causes, the employee's pay rate in the lower position may be established at the first step of the grade, or at any step of the grade up to and including the step for which the employee is eligible by reason of application of the "highest previous rate rule" (see A.2.b., above); and a new step increase waiting period shall begin on the effective date of the action.

4. Voluntary Changes to Lower Grade

- a. Except as in 3. above and b. and c. below, when an employee requests a change to lower grade, or is changed to a lower grade for his/her personal convenience, the employee's pay rate in the lower position may be established at the first step of the grade, or at any step of the grade up to and including the step for which the employee is eligible by reason of application of the "highest previous rate rule" (see A.2.b., above); and this action does not provide an equivalent increase nor start a new waiting period for regular within-grade increases in the lower grade.
- b. Except as in c. below, when an employee requests a change to lower grade with the prospect of repromotion back to the former grade within 6 months (e.g., a demotion to acquire experience in a new line of work), the employee shall be placed in a rate no higher than that rate in the lower grade which, upon promotion back, will place the employee in the rate in the higher grade which he/she would have attained had he/she remained in that grade.
- c. See Part VI, C.1.c. below for regulations concerning applicability of grade and/or pay retention in voluntary changes to lower grade.

5. See B.6. above for regulations concerning change to lower grade upon termination of temporary promotion.

D. REASSIGNMENTS

1. Definition: The official change of an employee from one position to another position at the same grade in the same pay system, or to a position with the same representative rate under a different pay system.
2. Except as in 3. below or by application of the "highest previous rate rule" (see 5. below), when an employee is reassigned from one position to another position in the same type of grade and salary schedule, the employee's step in the grade shall remain the same.

If the salary schedule for the new position is a special schedule with higher rates than the schedule for the employee's former position, but both are in the same type of schedule (e.g. both are GG), the resultant increase in pay is not considered an equivalent increase nor does it start a new waiting period. (See 3. below for procedures governing reassignment to positions to which a schedule with lower rates applies.)

3. When an employee is reassigned from a position to which a special schedule applies to a position to which a schedule of the same type but with lower rates applies:
 - a. If the change is considered to be for the best interests of the NRC rather than at the employee's request, and is not due to the employee's conduct or performance deficiencies, the employee's step rate shall be determined as follows:
 - (1) If the employee's basic rate in the special schedule is equal to a rate in the grade for the new position, that step rate will be selected.
 - (2) If the employee's basic rate in the special schedule falls between two steps in the grade for the new position, the higher step rate shall be selected.
 - (3) If the employee's basic rate exceeds the maximum step rate in the grade for the new position, the employee shall be entitled to the retained pay entitlements listed in Part VI.
 - b. If the change is solely at the employee's request or for the employee's personal convenience, the employee shall keep the step number in the grade and be reduced in pay. (The circumstances permitting such a change should be recorded in writing, signed by the employee and filed on the left hand side of the employee's OPF.)
 - c. If the change is due to the employee's conduct or performance deficiencies, the employee's pay rate in the new position may be established in accordance with either a.(1) and (2) or b. above, or at any step in the new position which falls between the steps arrived at using a.(1) and (2) and b. above. (However, note that if the employee's pay is thus reduced, the procedures in NRC 4151 governing performance deficiencies, NRC 4171 governing conduct and combined conduct/performance deficiencies, or the collective bargaining agreement, as appropriate, must be followed.)
4. Except by application of the "highest previous rate rule" (see 5. below), when an employee is reassigned between positions in different types of salary schedules (e.g., WG to GG), or from a position paid at an AD rate, or from an ungraded position to a graded position, his/her salary shall be the lowest step in the new position

which is equal to or greater than his/her current position. However, if the employee's salary is above the maximum step of the new position, the employee may be entitled to retained pay under Part VI below.

5. The employee may be eligible for a higher rate by application of the "highest previous rate rule" (see A.2.b. above).

E. SIMULTANEOUS ACTIONS

When an employee becomes entitled to more than one salary change at the same time, the changes will be processed in the order which gives the employee the maximum benefit.

F. RATE ADJUSTMENT FOR GG SUPERVISORS OF LOCALITY RATE EMPLOYEES

1. An employee in a GG position who regularly has continuing responsibility for direct supervision of one or more locality rate employees (including supervisors) may be paid at the step rate (up to the maximum step of the grade) which exceeds the highest basic rate being paid to any such locality rate employee. Only the basic pay (excluding premium pay) of regular full-time locality rate employees may be used as the basis for the setting of the supervisor's step rate.
2. When a GG supervisor receives a cost-of-living allowance and/or a post differential (based on hardship), and the supervised locality rate employees do not receive a separately stated cost-of-living allowance and/or post differential, the supervisor's cost-of-living allowance and/or post differential will be added to the basic rate and the total used for any pay adjustment allowed under 1. immediately above.

G. EXCEPTIONS TO PRESCRIBED PAY PROCEDURES

1. Scope

- a. A new appointment (that is, a first appointment to Federal service) (GG or locality rate) may be made at a step rate of the appropriate grade higher than the minimum step rate as an exception to the pay procedures in this Part when it is determined to be in the best interest of NRC and approved in accordance with the following procedures.
- b. A new appointment to a graded or ungraded "scientific or technical" NRC position may be made at a rate other than a scheduled step rate (an "Administratively Determined," or "AD" rate if within the GG-1-15 range; a "Scientific and Technical," or "S&T" rate if within the GG-16-18 range) up to the highest rate payable to Grade 18 of the current General Schedule under 5 U.S.C. 5332. Such action is taken as an exception to the pay procedures in this Part under NRC's "scientific

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and technical pay authority" (see 4130-0424), and approved in accordance with the following procedures.

- c. A new appointment to a graded nontechnical GG-1-15 position may be made at a rate other than a scheduled step rate, provided that the rate falls between the lowest and the highest steps of the position. Such an unscheduled rate is also an "AD" rate, and is approved in accordance with the following procedures.
- d. The salary of an NRC employee being changed from one type of appointment to another (e.g. conversion from an NRC Regular (E) to an NRC Limited (E) appointment) may be set in accordance with a., b., or c. above as an exception to the pay procedures in this Part when it is determined to be in the best interest of the NRC and approved in accordance with the following procedures.

e. Note that exceptions to the general rule regarding time limits in promotion actions are provided for in Part

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- f. **The salary of an NRC employee may be adjusted by the Director, O&P, to at least equal the minimum salary of an OPM special salary schedule for that series, grade and location in the competitive service.**

2. ~~Exception~~ must be within the scope of NRC's authority to fix the pay of employees, as contained in Section 161.d. of the Atomic Energy Act of 1954, as amended, and not in violation of other pay provisions applicable to NRC employees, such as those referenced in Part II.D., "Limits on Gross Pay."

- b. A request for an exception shall be made only after considering operating needs and alternative procedures.
- c. Prior consideration shall be given to the possible impact on other employees and the possible effect in future personnel actions affecting the employee concerned.
- d. Exceptions to prescribed pay procedures shall be approved only to relieve inequities that would result in special circumstances from application of the normal salary procedures in NRC Chapter 4130 and this Appendix. An exception will not be approved if intended primarily to recompense an employee for a loss of premium pay as a result of a change in either position or work schedule; or if intended to persuade a Federal employee to accept a lateral transfer.

3. Procedures

- a. New Appointments. It is the selecting official's responsibility to justify a request that an employment offer be made at a higher step than step 1 of the grade, or at a rate other than a scheduled step rate, as an exception to the pay procedures in this Part. The selecting official shall prepare a written

justification and forward it through the Director, Division of Organization and Personnel, to the appropriate approving official. The written request shall include justification that fully addresses the following points:

- (1) The scope and intensity of the search for qualified candidates.
- (2) Evidence that the candidate to whom the selecting official requests an offer be made possesses:
 - (a) especially applicable qualifications in comparison to other currently certifiable, available candidates, such as outstanding experience which is uniquely adapted to the position; and/or
 - (b) outstanding attainments recognized by leaders and experts in the field of work of the new position.
- (3) Evidence that the candidate would incur a loss of currently earned income if step 1 were offered.
 - (a) That evidence may include:
 - 1 such information as is available to indicate that the candidate will not accept step 1 of the appropriate grade of the position.
 - 2 the candidate's current salary.
 - 3 bonuses the candidate has received over a period of 3 or more years (to be averaged in the NRC's consideration of their value).
 - 4 comparison of private fringe benefit programs (including the regular use of a company car for personal use) to the Federal fringe benefits package of leave, holiday pay, life insurance, health insurance, retirement, bonuses, and awards.
 - 5 additional income from consulting or other services permitted by the current employer to be performed away from the job during normal working hours, and which would be lost if the applicant accepted employment with the NRC.
 - 6 additional income currently being received from other outside employment performed outside currently normal working hours only when the work cannot be performed if the candidate becomes an NRC employee.

7 the average annual value over 3 years or more of stock options offered and accepted from the current employer.

(b) Evidence in (3) may not include consideration of:

1 additional pay previously or currently received for exposure to work hazards, hardships, inconveniences, or danger, because the NRC job evaluation system (Appendix 4130-A) includes such considerations under its "Working Conditions" and "Effort" evaluation factors. Thus, military pay for flight or submarine duty is not an appropriate pay consideration in NRC unless the basis for the added military pay can be shown to have a direct and immediate relationship to the specific position for which the candidate is to be hired.

2 tax differentials between geographic locations.

3 overtime pay in the current position.

4 anticipated cost-of-living adjustments in the current position.

5 remote work site allowances in the current position.

6 unreimbursed costs associated with moving the employee's residence, because, if granted, such would be the equivalent of paying for what is not authorized in law.

(4) Competing offers of employment if applicable. Best evidence is written, signed offers from competing employers. If a written offer is not available, other verifiable forms may be accepted.

(5) The expected effect, if any, that the requested exception would have on current employees' morale if and when they became aware of this special salary treatment.

b. Current Employees. (See also Part V, 3., for procedures governing Supergrade Equivalent Scientific and Technical (S&T) positions.) It is the supervisor's responsibility to justify placing an employee in an S&T or an Administratively Determined (AD) position, setting an employee's rate at an S&T or AD rate, or changing that rate, as an exception to the pay procedures in this Part. The supervisor shall prepare a written justification and forward it through the Director, Division of Organization and Personnel, to the appropriate approving official. The justification shall fully explain how the

request meets the conditions set forth in 2. above, and how granting it would be in the best interests of the NRC.

- c. The SF-50 documenting any personnel action at a rate which is an exception to prescribed pay procedures under these provisions shall cite in the remarks section, "The exception to pay procedure was approved by (title of approving official), (date) in accordance with (cite specific section) of Appendix 4130-C, and supporting documentation from (Title of selecting official)." The supporting documentation shall be filed on the right hand side of the employee's official personnel folder along with the SF-50. In cases where the assigned rate is other than a scheduled step rate, the position shall be documented as follows:
- (1) For a graded position, the grade shall be shown in Block 30 on the SF-50, but the step shall be shown in Block 31 as "00."
 - (2) For ungraded positions paid in the GG-1-15 range, the grade (Block 30) shall be shown as "AD," and the step (Block 31) as "00."
 - (3) For ungraded positions paid in the GG-16-18 range, the grade (Block 30) shall be shown as "SR," and the step (Block 31) as "00." ("SR" is used rather than "ST" because, under OPM's coding system in FPM Supplement 292-1, "ST" applies only to positions filled under 5 U.S.C. 3104, which is not applicable to NRC's positions.) See also Part V for procedures governing Supergrade Equivalent Scientific and Technical (S&T) positions.

PART IV
STEP INCREASES

(Where a negotiated agreement with the employees' exclusive representative conflicts with the provisions of this Part, the negotiated agreement shall govern for bargaining unit employees.)

A. BASIC CONCEPTS

1. It is the policy of NRC to provide step increases to compensate an employee for performance at "an acceptable level of competence" and for "high quality" periods of performance above that normally expected in accordance with requirements specified below. The step increase concept is also used to compute the new pay rate in promotion actions and exceptions to prescribed pay procedures (see Part III of this Appendix).
2. Because of the variety of entitlements which has led to each employee's present step rate, there is no necessary relationship between an employee's step rate within a grade and the level of responsibility and difficulty of that employee's position relative to others in that grade. For example, an employee paid at the second step rate in a GG-13 position is not necessarily performing at a more difficult or responsible level than an employee at the first step rate in a GG-13 position.
3. The value of a step increase varies with pay schedule and grade. In the General Salary Schedule, each step increase is normally worth 3 1/3% of the minimum step rate for the grade.

B. REGULAR STEP INCREASES FOR GENERAL AND SPECIAL SCHEDULE EMPLOYEES (See collective bargaining agreement with the employees' exclusive representative for bargaining unit employees.) The NRC is not covered by 5 U.S.C. 5331 et seq. or by Office of Personnel Management rules and regulations pertaining to within-grade increases and quality step increases. However, NRC parallels certain requirements and entitlements concerning within-grade increases as set forth in the Federal Personnel Manual (FPM) for GS employees. Therefore, guidance contained in FPM Chapter 531 and FPM Supplement 990-2, Book 531, may be used for further reference unless that guidance specifically conflicts with a stated NRC policy or procedure, in which case the NRC policies and procedures prevail.

NRC employees at less than step 10 of their current grade shall normally earn a within-grade increase by meeting these four requirements:

- The employee's most recent rating of record must be at an acceptable level of competence, e.g., at least Fully Successful;

- The employee must have completed the required waiting period for advancement to the next higher step of the grade;
- The employee must not have received an equivalent increase during the waiting period; and
- There is a determination of satisfactory conduct during the waiting period.

Specific guidance and procedures relating to within-grade increases follow:

1. Basic Conditions

Each GG employee with an NRC Regular (Excepted), NRC Regular (Excepted) (Conditional), NRC Limited (Excepted), NRC Temporary (Excepted), NRC Noncareer (Excepted), or NRC Professional Term appointment (see Appendix 4108 for definitions of types of appointments), who is being paid at a rate in a numbered step below the maximum step for the grade of the position, will be considered for regular step increases to become effective at the beginning of the next pay period following satisfaction of the following conditions:

- a. For full-time employees, and for part-time employees with a prearranged, regularly scheduled tour of duty, completion of the following number of calendar weeks of creditable service, since the date of last equivalent increase, with proper certification of an acceptable level of competence, is required for advancement to the step rate specified:

<u>Required Period of Creditable Service - Number of Calendar Weeks</u>	<u>For Advancement to Step Rates</u>
52	2, 3, or 4
104	5, 6, or 7
156	8, 9, or 10

- b. For intermittent ("WAE," when actually employed) employees (with no prearranged, regularly scheduled tour of duty), completion of the following number of days in pay status during a period of not less than the specified number of calendar weeks of creditable service, since the date of last equivalent increase, with proper certification of an acceptable level of competence, is required for consideration for advancement to the specified numbered step rate:

<u>Required Period of Creditable Service - Days in Pay Status</u>	<u>Minimum Number of Calendar Weeks</u>	<u>For Advancement to Step Rates</u>
260	52	2, 3, or 4
520	104	5, 6, or 7
780	156	8, 9, or 10

2. Beginning of Period of Creditable Service

The period of creditable service for a regular step increase begins upon initial appointment in the Federal service, or upon appointment after a break in service or time in a nonpay status in excess of 52 calendar weeks, or upon receiving an equivalent increase, or upon change to lower grade under Part III, C.3, above.

3. Creditable Service

The following constitutes creditable service:

- a. Continuous paid civilian employment, regardless of type of appointment, in any branch (executive, legislative, or judicial) of the Federal government. (Nonworkdays falling between otherwise continuous periods of service are not regarded as interrupting such service. 45 Comp. Gen. 345.) This includes:
 - (1) paid leave periods other than the period over which a lump-sum leave payment is computed; or
 - (2) continuous service in a position under any NRC or other Federal Government payplan, or full-time or part-time employment as a consultant or adviser.
- b. Time in a nonpay status (including LWOP, unauthorized absences and suspensions) is creditable up to the following limits. Time in a nonpay status in excess of these limits extends the waiting period by the excess nonpay time, and must be made up by creditable service before the step increase may be granted.
 - (1) For a full-time employee, the limit of nonpay time which is creditable depends on the employee's waiting period for step increases, as follows:

<u>Waiting period in Calendar Weeks for Employee's Step</u>	<u>Permitted Creditable Limit in Nonpay Time</u>
52	80 hours
104	160 hours
156	240 hours

- (2) For a part-time employee with a prearranged, regularly scheduled tour of duty, the table in (1) above may be used to determine the limit of nonpay time which is creditable by multiplying the limits above by the fraction representing the part of a workweek the employee is scheduled to work. (For example, for a "half-time" employee (one with a regularly scheduled 20-hour workweek), up to 40 hours in nonpay status (one-half of 80) is creditable for advancement in step rate if the employee is in a step requiring a 52-week waiting period.)
 - (3) Time in a nonpay status has no significance in this regard for intermittent ("W.A.E.") employees, as these have no prearranged, regularly scheduled tour of duty and are paid only for actual time worked.
- c. Paid civilian employment prior to a single nonpay period, including separation, provided such single nonpay period was 52 scheduled workweeks or less.
 - d. Service with the Armed Forces when an employee leaves a civilian position to enter the military service, and (1) is reemployed not later than 52 workweeks after separation from active military duty: or (2) is restored to the civilian position after separation from active military duty or hospitalization continuing thereafter as provided by law. (See NRC 4116, "Military Duty: Restoration and Other Actions.")
 - e. Service in essential nongovernmental civilian employment in the public interest during a period of war or national emergency if it interrupts otherwise creditable service.
 - f. Leave of absence granted an employee while receiving benefits under the Federal Employee's Compensation Act.
 - g. Service from the date of an employee's separation from Federal civilian employment with reemployment rights granted by law, Executive Order, or regulation to the date of return to duty in the Federal service through the exercise of those rights.
 - h. The period of leave without pay during an employee's assignment with a state or local government or institution of higher education under sections 3371 - 3376 of Title 5, United States Code (the Intergovernmental Personnel Act).
4. Exclusion From Creditable Service

Creditable service does not include time spent in overtime work or the period of time covered by a lump-sum payment or during which a former employee receives severance pay.

5. Equivalent Increases in Pay

- a. The following types of increases are considered equivalent increases if equal to or greater than the difference between the employee's current rate of basic pay and the next higher step rate of the employee's current grade in which the employee is serving or has served during the waiting period under consideration:
- (1) Except as in b. (3) below, an increase resulting from a promotion or appointment by transfer from another Federal agency to a higher grade position in NRC.
 - (2) An increase granted by the Executive Director for Operations or the Director, Office of Administration, under authority to approve exceptions to salary practices, unless the exception action itself specifies the contrary.
 - (3) An increase in step rate granted to GG supervisors of locality rate employees so as to provide a supervisory differential (see Part III.G, above).
 - (4) Unless specifically excepted by the applicable NRC Bulletin, periodic increases established as a part of a formal system of pay increments for employees hired under the NRC Intern Program or other periodic increases in a formal salary system for entry level or developmental positions.
- b. The following types of increases are not considered equivalent increases even where the amount of the increase equals or exceeds the value of a step increase in any grade in which the employee is serving, or has served:
- (1) An increase in basic rates approved within NRC for its General Salary Schedule, a special salary schedule, or a locality rate schedule.
 - (2) A statutory pay adjustment, (such as the "comparability increase"), including an increase in the statutory pay limitation, or "pay cap." However, even if the statutory pay increase for Performance Management and Recognition System (PMRS) employees, formally Merit Pay employees established by OPM in a given year is one-half the average GS increase, the NRC excludes the entire amount of the annual comparability increase from consideration as an equivalent increase for (PMRS) employees. For example, if the statutory pay adjustment for GS employees in October 1985 is 4 percent, and OPM establishes the increase for GM employees that year at 2 percent; if a GM employee later moves into a GG position in the NRC, that portion of his/her October 1985 increase which represents 4 percent of his/her salary just before the increase is not

considered in determining whether he/she received an equivalent increase. (Any increase which he/she received in excess of the 4 percent is considered.) Note that this regulation differs from competitive service practice in this area.

- (3) A repromotion (or appointment by transfer from another Federal agency) to a grade and step at or below one formerly held by the employee, unless the employee was downgraded from that grade and step for personal cause (that is, based on conduct deficiencies or unacceptable performance of the employee). EXAMPLE: An employee receives a within-grade increase (in another agency) to GS-5/8, \$17,750 per annum, on October 31, 1985. On December 12, 1985, the employee is separated by reduction-in-force. On February 6, 1986, the employee accepts an appointment in the NRC to a position at the GG-4/10 level, \$16,723 per annum. On June 12, 1986, the employee is promoted ("repromoted") to the GG-5/8 level. Because the employee had previously held the GG-5/8 step, this repromotion does not constitute an equivalent increase. This would also be true if the employee had requested the downgrade to the GG-4 level. However, if the employee had been downgraded for personal cause (for example, for unacceptable performance), the repromotion would constitute an equivalent increase. Note that this regulation also differs from competitive service practice.
- (4) An increase made for the specific purpose of correcting an error in a previous adverse action.
- (5) An increase resulting from payment of a foreign or a territorial post differential, cost-of-living allowance, or tropical differential (such as in the Canal Zone).
- (6) An increase resulting from a temporary promotion where the approximate period the promotion will be effective is specifically stated (applied when the employee returns to lower grade and former rate of pay - see also 10. below).
- (7) An increase consisting of premium pay earnings for overtime, night, Sunday, or holiday duty.
- (8) An additional step increase granted in recognition of high quality performance (high quality increase). See also C.4. below for the relationship between high quality and within-grade increases.
- (9) An increase resulting from payments of hazard pay differential for irregular or intermittent duty involving physical hardship or hazard.

- (10) An increase granted by the Chairman, Executive Director for Operations, or Director, Office of Administration, under authority to approve exceptions to pay procedures when the SF-50 contains a statement to the effect that the exception does not represent an equivalent increase for purposes of within-grade step increases.

6. Acceptable Level of Competence Determination

- a. "Acceptable level of competence (ALOC)" means "Fully Successful" performance by an employee of the duties and responsibilities of his or her position and satisfactory conduct which warrants advancement of the employee's rate of basic pay to the next higher step of the grade of his or her position.
- b. The rating of record used as the basis for an ALOC determination for a within-grade increase must be the most recent rating of record and must be at least "Fully Successful" to grant a within-grade increase. (See also f. below)
- c. Step increases shall not be granted automatically upon completion of the required period of service, except as stated in 8., below. NRC requires that before an increase can be granted a positive finding must be made that an employee warrants the higher pay when the waiting period requirement is completed.
- d. Before an employee may be granted a step increase, the supervisor (normally the immediate supervisor) must certify that, because the work has been of an acceptable level of competence and because conduct has been satisfactory, the employee warrants pay at the next higher step rate of the grade. The term "supervisor" means the employee's immediate line supervisor unless specifically stated otherwise in writing by the Office Director. (See 4130-037e.)
- e. If an employee's most recent rating of record is below Fully Successful, the employee is not performing at an acceptable level of competence. For appropriate action relating to employees rated below Fully Successful, see NRC Appendix 4151 or the collective bargaining agreement, as appropriate.
- f. When a within-grade increase decision is not consistent with the employee's most recent rating of record, a more current rating of record must be prepared. For example, when an employee who was not performing at an ALOC improves his or her performance to the Fully Successful or higher level, a current rating of record reflecting the new performance level must be prepared as a basis for granting the employee a within-grade increase. (Note: This new rating of record

may be used for all other purposes except it may not be used to determine additional service credit for reduction in force purposes.)

7. Delay In Acceptable Level of Competence Determinations

An acceptable level of competence (ALOC) determination may be delayed when the employee is the subject of an ongoing investigation for alleged misconduct which is unresolved at the end of the required waiting period.

8. Waiver of Requirement for ALOC Determination

An ALOC determination shall be waived and a within-grade increase granted when an employee has not served in any position for 120 calendar days during the final 52 calendar weeks of the required waiting period for one or more of the following reasons:

- a. periods of absence which are counted as creditable service in the computation of a waiting period or periods under B.3. above. (In particular, NRC employees who have transferred to the International Atomic Energy Agency (IAEA), or other "public international agencies," or under Intergovernmental Personnel Act assignments, with reemployment rights to NRC will be processed for step increases without the required determination so that proper deductions required by law may be made from basic pay for life insurance and retirement, if the former employee elects to retain such coverage.)
- b. periods of paid leave.
- c. when the required waiting period is completed during a period for which the employee is entitled to back pay under NRC 4156, and the employee has little or no service during that waiting period because of the unjustified or unwarranted personnel action.
- d. details to another agency or employer for which no rating has been prepared.
- e. for long-term training. In such a situation, there shall be a presumption that the employee would have performed at an ALOC had the employee performed the duties of his or her position of record for 120 calendar days.

9. Processing Regular Step Increases

- a. Approximately six pay periods before each employee will presumably have completed the period of creditable service for the next step rate in the grade, the Division of Organization and Personnel (O&P) will prepare Form NRC 714, "Notice of Within Grade Increase," (see Exhibit, page 37), by completing items 1 through 16. The partially completed Form 714 will be sent to

- the appropriate office or division (or other major organizational unit) for transmittal to the employee's supervisor.
- b. Upon receipt of Form NRC 714 the supervisor shall consider the employee concerned and determine whether his/her conduct is satisfactory and whether his/her work is of an acceptable level of competence in accordance with 6. above. If the step increase is determined to be warranted, the supervisor shall sign and date the Certification in Part C of Form NRC 714 and forward the Form NRC 714 to O&P or Regional Personnel Officer (RPO) immediately after certification. If the supervisor cannot sign the Certification, the instructions in 11. below, apply for nonbargaining unit employees, and those in the bargaining agreement apply for bargaining unit employees.
 - c. The appropriate Personnel Staffing Specialist (PSS) for a Headquarters Office or RPO for Regional Office shall:
 - (1) ask the payroll office to check the records of the employee for periods of unpaid absence, both excused and unexcused, during the period of service specified in items 8 and 11 of Form NRC-714;
 - (2) note findings in Part B of Form NRC-714, initial in item 17B.;
 - (3) assure that the data on the Form NRC-714 are correct and conform with other requirements set forth in Appendix 4130-C;
 - (4) process a Notification of Personnel Action (SF-50) effecting the within-grade step increase, if all requirements have been properly met; and
 - (5) when nonpay time requires the effective date to be extended, the PSS or RPO shall modify Item 11 of Form NRC-714 by inserting the proper date, and process the SF-50 effecting the within-grade step increase accordingly.
 - d. Effective Date:
 - (1) With proper certification as described above, step increases shall be made effective at the beginning of the first pay period following completion of the required waiting period of creditable service. (Note that if a waiting period is completed on the first day of a pay period, the within-grade increase is not made effective until the first day of the following pay period.)
 - (2) When a step increase is delayed beyond the proper effective date solely through administrative error, unintentional delay, or oversight, the step increase shall take effect retroactively as of the date it was properly due.

- (3) If a within-grade increase is to be granted on the same effective date as an NRC general salary increase, the general salary increase will be processed first and the new salaries reflected in items 10 and 14 of the Form NRC-714.
- (4) If a within-grade step increase is to be granted on the same effective date as another personnel action involving an increase or decrease in a basic rate, such as a high quality increase, promotion, demotion, conversion to another pay schedule, administrative pay increase, or administrative pay decrease, the other personnel action and the within-grade step increase shall be processed in the order which provides the employee with the greater pay benefit. (See also Part III, E. above.)

10. Step Increases in Temporary Promotions

- a. An employee, GG or locality rate, given a temporary promotion in accordance with NRC Appendix 4108, Part VI, is entitled to consideration for step increases in the higher grade concerned. The period of creditable service for such step increases begins with the effective date of the temporary promotion, as this promotion constitutes an equivalent increase for this purpose.
- b. At the same time, the employee is also entitled for record purposes to consideration for step increases in the grade from which temporarily promoted. The period of creditable service in the lower grade begins with the date of last equivalent increase in that grade. See also Part III, B.6. above.

11. Denial of Within-Grade Increase Procedures - Nonbargaining Unit Employees (See the collective bargaining agreement for procedures governing bargaining unit employees.)

- a. When upon receipt of Form NRC 714, the supervisor determines that a step increase may not be warranted at the time the employee will complete the required period of creditable service, the supervisor shall follow the procedures below.
- b. The supervisor shall obtain the advice of the Chief, Labor Relations Branch (LRB), Division of Organization and Personnel. The supervisor shall then inform the employee in writing, as explained below, of the determination that the increase may not be warranted, and that the supervisor will make a decision whether or not to deny the increase not later than the date the employee completes the required waiting period. The written notice shall be given to the employee as far in advance of the date the employee will complete the required period of creditable service as is practicable. (When practicable, this should be done at least 60 calendar days in advance of the date the employee will complete the period of creditable service.)

This advance written notice is not appealable or grievable under an Agency or negotiated grievance or appeal procedure; and failure to provide such advance written notice shall not constitute grounds for granting a within-grade increase which would otherwise have been denied.

- (1) If the determination is based on conduct deficiencies alone, the written notice shall explain specifically in what way(s) the employee's conduct is deficient; if appropriate, how the employee may improve his/her conduct and what amount of time will be allowed to improve the conduct (this will be the period of time until the employee completes the required period of creditable service, which should be at least 60 calendar days when practicable); and if appropriate, that failure to improve the conduct will result in denial of the within-grade increase.
 - (2) If the determination is based on performance deficiencies alone, the supervisor shall follow the instructions in either (a) or (b) below depending on the level of performance:
 - (a) for Unacceptable performance, appropriate action as set forth in NRC Appendix 4151, Part II, G.9. shall be followed; or
 - (b) for Minimally Successful performance, a written notice shall be provided to the employee which explains specifically what way(s) the employee's performance is deficient, how the employee may improve his or her performance, the amount of time allowed to improve performance (at least 60 calendar days, when practicable) and that failure to improve performance will result in denial of the within-grade increase at the end of the waiting period.
 - (3) If the determination is based on combined conduct and performance deficiencies, the supervisor, in consultation with the Chief, LRB, shall determine which deficiency is of the greater importance, and shall follow the instructions in the paragraph above (either (1) or (2)) which pertain to that deficiency. If both are of equal importance, the instructions in both paragraphs above shall be followed.
- c. Not later than the date when the employee completes the required period of creditable service, the supervisor shall: obtain the advice of the Chief, LRB; make a final determination as to whether or not the step increase is warranted; and inform the employee in writing of this determination with the concurrence of the Chief, LRB.

- (1) If the supervisor determines that the within-grade increase is warranted, the increase shall be effective on the first day of the pay period immediately following completion of the required period of creditable service.
- (2) If the supervisor determines that the within-grade increase is not warranted, the written notice of this determination shall include:
 - (a) a statement that the within-grade increase is denied, and the effective date;
 - (b) a statement of the reasons for the denial;
 - (c) a statement that the employee has a right to file a grievance concerning the denial under NRC 4157, "Employee Grievances";
 - (d) a statement that if the supervisor determines at a later date that the employee has demonstrated sustained performance at an acceptable level of competence and satisfactory conduct, a new rating of record shall be prepared and a within-grade increase granted at that time.
 - (e) a statement that in any event, a new determination will be made not later than 52 calendar weeks following the original eligibility date for the within-grade increase.
 - (f) a statement that the Form NRC-714 and the written material pertinent to the determination will be filed, along with the SF-50 documenting the denial, on the right-hand (permanent) side of the employee's Official Personnel Folder (OPF). (However, no such pertinent material shall be filed or remain filed in the OPF if a decision is made at a later date that the within-grade increase had been warranted, and that it shall therefore be granted retroactively on the date when the required period of creditable service was completed.)

12. Further Consideration in Sustained Denial of Within-Grade Increase Cases

In the case of an employee whose work has not been certified to warrant a step increase and the increase was denied, a new Form NRC-714 shall be prepared and a new determination shall be made within 52 calendar weeks from what would otherwise have been the effective date of the step increase.

If it is determined that a step increase is warranted, the Form NRC-714 shall be signed in Part C, and the step increase shall

become effective at the beginning of the next pay period that begins on or after the date that the new certification is made.

If, however, by the expiration of 52 calendar weeks after the step increase was otherwise due, it has been determined that the step increase continues not to be warranted, the employee is entitled to the review and notification process described in 11. above or the collective bargaining agreement, as appropriate. In each formal determination to deny the within-grade increase and, for as long as the within-grade increase continues to be denied, determinations will be made after no longer than each 52 calendar weeks. Action should normally be taken by line management to remedy the situation.

C. HIGH QUALITY INCREASES (HQIs)

1. General. An HQI is an increase in an employee's rate of basic pay from one rate of the grade of his or her position to the next higher rate of the same grade based on performance at the "Outstanding" or "Excellent" level, which is expected to continue.
2. Procedural Requirements. Eligibility criteria, limitations and procedural requirements for HQIs are contained in NRC 4151.
3. Pay Authorization for HQIs.
 - a. Documentation. After evaluation and approval of an HQI request based on the procedural requirements in NRC 4151, the Division of Organization and Personnel (O&P) shall forward two signed copies of Form NRC 252, "Nomination for High Quality Increase," and a completed SF 50, "Notification of Personnel Action" to the Division of Accounting and Finance (DAF). These documents shall be the basis for DAF to make payment.
 - b. Amount of Award. The amount of the HQI is determined by employee's grade level and step. An HQI immediately raises the employee's basic rate of pay one additional step for the grade of his or her position.
 - c. Effective Date. HQIs shall normally be made effective at the beginning of the first pay period following approval by O&P. (Note: if the payroll deadline for the next pay period has elapsed, the HQI is not made effective until the first day of the following pay period.)
4. Relationship Between a High Quality Increase and a Regular Step Increase

High quality increases are in addition to regular within-grade step increases and may be granted effective the same date as a within-grade step increase, in which case the regular step increase will be processed first. A high quality increase is not considered an equivalent increase in pay, and an employee does not start a new waiting period for his/her within-grade increase when he/she

receives a high quality increase. However, note that in some cases, a high quality increase may place the employee in a step with a longer waiting period, so that an additional 52 weeks of creditable service is required before the employee is eligible for his/her next within-grade increase. EXAMPLE: An employee receives a within-grade increase to GG-11/6 on June 28, 1981; since advancement to the next step, step 7, requires a 104-week (2-year) waiting period, the employee will be eligible for his/her next within-grade increase on June 26, 1983. However, if the employee receives a high quality increase on May 29, 1983, that will place him/her in step 7; since advancement to the next step (now step 8) requires a 156-week (3-year) waiting period, the employee will not be eligible for his/her next within-grade increase (to step 8) until June 24, 1984, or 156 weeks from the date of his/her last equivalent increase (June 28, 1981). In this type of situation, it is of course greatly to the employee's benefit to delay the high quality increase until the employee has received his/her regular within-grade increase on June 26, 1983.

D. LOCALITY RATE EMPLOYEES STEP INCREASES

1. Regular Step Increases. Locality rate employees with regularly scheduled tours of duty shall be granted step increases upon satisfactory completion of the following requirements:
 - a. Increase to Step 2: completion of 26 calendar weeks of creditable service since last equivalent increase.
 - b. Increase to Step 3: completion of 78 calendar weeks of creditable service since last equivalent increase.
 - c. Increase to Steps 4 and 5 (as applicable): completion of 104 calendar weeks of creditable service since last equivalent increase.
 - d. Additional Requirements: The step increases above shall be granted only if proper certification has been made that (1) the employee's work has been of an acceptable level of competence, and (2) his/her conduct is satisfactory. Certification or non-certification of acceptable level of competence shall follow the same rules and procedures as outlined in B. above.
 - e. NRC adopts and utilizes the Federal Wage System of pay administration for locality rate employees except where it specifically conflicts with a stated NRC policy or procedure. Reference should be made to FPM Supplement 532-1 for discussion of "equivalent increase," waiting periods for employees without regularly scheduled tours of duty, and for guidance on unusual cases, when needed.
2. Other Step Increases. Locality rate employees are not eligible for high quality increases.

Exhibit

NRC FORM 714
(5-81)
NRCM 4130

NOTICE OF WITHIN-GRADE INCREASE

U.S. NUCLEAR REGULATORY COMMISSION

1. ORGANIZATION-NRC-U.S. NUCLEAR REGULATORY COMMISSION		2. PAYROLL PERIOD	3. RUN DATE
4. EMPLOYEE'S NAME		5. NRC ORGANIZATION CODE	6. SOCIAL SECURITY NUMBER

PART A - NOTIFICATION OF BASIC PAY CHANGE

7. NATURE OF ACTION CODE: 893 NOTE TO SUPERVISOR: This is a notice of within-grade increase.		8. DATE OF LAST EQUIVALENT INCREASE	9. OLD STEP	10. OLD SALARY
11. DATE EMPLOYEE COMPLETES 52, 104, OR 156 CALENDAR WEEKS, AS APPROPRIATE, FROM DATE OF LAST EQUIVALENT INCREASE (APPROXIMATE EFFECTIVE DATE.)		12. PAY PLAN, OCCUPATION SERIES, GRADE	13. NEW STEP	14. NEW SALARY
15/16 REMARKS:				DATE

PART B - DATA ON UNPAID ABSENCE - FOR FINANCE OFFICE USE

17A. Total number of days and hours of unpaid absences (AWOL, LWOP, SUSP., etc.) during periods from date shown in item 8 through date shown in item 11.	B. INITIALS
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PART C - INSTRUCTION TO SUPERVISOR

Within-grade increases are not granted automatically upon completing the required period of service. Please give careful, judicious consideration to the work performance and conduct of this employee during the service period (See the beginning and completion dates shown in items 8 and 11 respectively, above) and determine whether or not a step increase is warranted in accordance with the criteria in Appendix 4130-C. See Appendix 4130-C if the determination cannot be made or is otherwise delayed beyond the date shown in item 11. If a step increase is warranted, sign and date the certification below, forward the "Personnel Folder Copy" to the Division of Organization & Personnel.

CERTIFICATION

I certify that this employee's performance of duties warrants compensation at the next step of his/her grade because (a) the level of competence in terms of fulfilling the requirements and assignments of his/her position is acceptable in that it is, and has been, above that typified by the marginal employee and (b) his/her conduct is satisfactory.

(SUPERVISOR)

(DATE)

PART VSPECIAL PAY PRACTICES FOR SCIENTIFIC AND
TECHNICAL PERSONNEL

A. AUTHORITY

Section 161.d. of the Atomic Energy Act of 1954, as amended, authorizes the NRC to fix the pay of scientific and technical personnel without regard to the Classification Act of 1949 (now incorporated into Chapter 51 of Title 5, United States Code) to the extent the NRC deems such action necessary to the discharge of its responsibilities, provided that such pay does not exceed the highest rate of grade 18 of the General Schedule (5 U.S.C. 5332(a)). This generic authorization is often referred to as the Agency's "scientific and technical pay authority." (See also Part II.B. above.)

B. USES OF THE NRC'S "SCIENTIFIC AND TECHNICAL PAY AUTHORITY"

1. Special Salary Schedules

When it is determined that the NRC General Salary Schedule rates of pay are not competitive in the market place for the high quality candidates required to meet the NRC's staffing requirements, NRC designs and establishes its own special salary schedules to meet that competition. In so doing, the NRC may concurrently adopt, in whole or in part, the special salary schedules issued by the Office of Personnel Management pursuant to 5 U.S.C. 5303. NRC special salary schedules are issued as bulletins to this appendix and administered in accordance with the provisions of NRC 4130 and this appendix unless provisions of the bulletin state otherwise.

2. Administratively Determined (AD) Positions. See Part III, G. above.3. Supergrade Equivalent Scientific and Technical (S&T) Positions

In a limited number of cases, the NRC has found it necessary to pay certain scientific and technical personnel at a rate within the GG-16-18 range based primarily on their outstanding qualifications. Qualifications at this level are normally demonstrated only after many years of experience based upon a solid foundation of formal education, all of which leads to the recognition of the individual as outstanding in his/her field of work. Evidence of this recognition may take the form of positions previously held (including positions at the national and international levels in professional societies, standards-setting committees, and honorary professional positions); temporary assignments as consultants or advisors to the highest levels of national scientific and engineering organizations, e.g., National Academy of Sciences, or international organizations, e.g.,

International Atomic Energy Agency; publications written; patents received; and general recognition by the leaders in his/her field of work. These positions are established in accordance with Appendix 4130-B.

Fixing the Pay of Supergrade Equivalent Scientific and Technical (S&T) Positions

- a. General Considerations. By the nature of these positions, the incumbent's pay is a reflection of the worth of the position and the qualifications of the individual. An individual rate of pay for each incumbent is the norm, rather than a schedule of rates as for graded employees. Each incumbent's pay rate is individually determined based upon the particular circumstances of the position and the incumbent.
- b. Guidelines for Establishing Initial Rates of Pay. The justification for an initial rate of pay to a particular individual shall be a sound management determination based upon documented evidence. The procedures under Part III, G.3. above shall be followed in establishing a documented record that the initial pay rate was properly established.
- c. Pay Changes After the Initial Rate is Established.
 - (1) By the individual nature of the rates of pay to incumbents of these positions, they are not eligible for periodic within-grade increases such as those covered under Part IV above. Instead, incumbents of these positions shall receive a salary review during each performance appraisal under NRC 4151. (It is expected that an appraisal will occur annually.) It should be understood that due to the individual nature of the pay setting practices for these positions, there is no presumption of an entitlement to an increase upon each performance appraisal. The supervisory management official over the incumbent should consider the general (comparability) increases for graded employees along with the evaluation of the performance of the individual in making recommendations for salary increases.
 - (2) Recommendations for pay changes should be fully justified in accordance with Part III, G.3. above in a memorandum from the line management official who has the authority to initiate personnel actions at the incumbent's level to the Director, Division of Organization and Personnel, who will analyze the the justification for soundness and appropriateness in consideration of similar actions across the Agency. The Director, Division of Organization and Personnel, shall make his/her recommendation for approval or disapproval to the approving official.
- d. Documentation. See Part III, G.3. above.

PART VIGRADE AND PAY RETENTION

A. COVERAGE

This Part establishes rules for grade and pay retention for employees in graded NRC positions from GG-1 through GG-18 or in prevailing rate schedules in NRC comparable to the Federal Wage System, who hold NRC Regular (Excepted), NRC Regular (Excepted) (Conditional), NRC Limited, and NRC Noncareer Excepted Appointments. This Part does not cover employees who hold NRC Temporary or Professional Term appointments; and does not cover positions in the Senior Executive Service, Scientific and Technical Schedule (S&T) positions, and ungraded positions (Administratively Determined positions). However, the Part does cover employees who move from a position which is not covered to a covered position with a covered appointment, except when the employee's appointment immediately prior to the move was on a temporary or term basis. See Part III, A.2.a. (5) and (6) for applicability to employees trans-ferring from other Federal agencies.

B. ACTIONS NOT COVERED

The provisions of this Part do not apply to the incumbent of a covered position who:

1. Except as in C.1.c. below, is reduced in grade or pay at his/her own request, initiated by the employee for his/her benefit, convenience or personal advantage, including consent to a demotion in lieu of one for personal cause;
2. Is reduced in pay based solely on regulations which govern leaving the Resident Inspector Program and in accordance with provisions of an Employee Compensation Acknowledgment signed by the employee;
3. Is reduced in grade or pay for personal cause (that is, based on conduct deficiencies or unacceptable performance of the employee);
4. Has been temporarily promoted into a higher-graded position and is returned to the grade level from which temporarily promoted or to an intervening grade level; or
5. Is appointed to a covered lower-graded position without a break in service from an NRC Temporary or Term Appointment.

C. GRADE RETENTION

1. Actions Covered by Grade Retention

Grade retention applies to:

- a. The individual who is reduced in grade as a result of individual job evaluation action. Such an individual's position which is being reduced must have been evaluated at a higher grade or grades for at least 1 year (52 consecutive calendar weeks) immediately prior to the effective date of the reduction. (See D. below for applicability of pay retention if this condition is not met.)
- b. The individual who is placed in a lower grade as a result of or in lieu of specific reduction-in-force action. Such an individual must have served for at least 52 consecutive calendar weeks in a position or positions at a grade or grades higher than the grade of the position to which the individual is reduced. Note that this does not mean that the employee must have held his/her current grade for a 52-week period; the requirement is met if he/she has held any grade or grades higher than the one to which reduced for a consecutive 52-week period. The 52 consecutive week requirement may be satisfied by a period of service in one or more positions, in one or more agencies, and at one or more grade levels, and any 52 consecutive week period may be used. (See D. below for applicability of pay retention if the condition above is not met.)
- c. With the prior approval of the Executive Director for Operations (EDO), the individual who meets the 52 consecutive week requirement discussed in b. above and who moves voluntarily to a position in a lower grade during a reorganization or reclassification announced by NRC management in writing.
 - (1) Requests for the EDO's approval shall be routed through the Director, Division of Organization and Personnel (O&P), for his/her recommendations.
 - (2) The EDO's approval shall represent a determination that granting grade and pay retention in the instant case will eliminate the possibility of an adverse effect on another employee or will assist management to achieve its aims. It may be granted on an individual, case-by-case basis, or may specify a group which is being affected, which may be all of NRC, or may be one or more occupational, organizational, or geographic components thereof. The approval shall specify whether grade retention shall automatically be granted to all such employees in the group, or shall be granted by the EDO on a case-by-case basis to such employees in the group; and it shall specify the

time period during which such movements will confer grade retention eligibility.

- (3) When an employee accepts a position with grade retention under the circumstances in this subparagraph, he/she must furnish the personnel specialist a written request stating that he/she requests the action voluntarily, and stating that he/she understands the basic entitlements and restrictions of the grade retention provisions of this Part. That request shall be filed on the left side of the employee's Official Personnel Folder.

d. See Part III, A.2.a.(5) and (6) above for applicability to actions transferring employees from other Federal agencies.

2. Grade Retention Entitlements

When moving from a position under a covered pay schedule, an employee entitled to grade retention retains the grade held immediately prior to the covered reduction in grade. An employee who is reduced in grade from a position not under a covered pay schedule (see also 3. below) retains the lowest grade of the covered pay schedule in which he/she is placed which has a representative rate (see 4130-0417f.) equal to or higher than the representative rate of the grade held immediately before the reduction. If there is no grade in the covered pay schedule with a representative rate equal to or higher than the representative rate of the grade held immediately before the reduction, the employee retains the highest grade in the new pay schedule. (See 4.d. below for determination of the employee's rate of pay.) The employee entitled to grade retention retains the grade for 2 years (104 calendar weeks) beginning on the date the employee is placed in the lower-graded position. If, during the 2-year period of grade retention, an employee is further reduced in grade under circumstances also entitling the employee to grade retention, the employee continues to retain the previous retained grade for the remainder of the 2-year retention period. At the end of that period, the employee is entitled to retain the grade of the position from which the further reduction in grade was made until 2 years have passed from the date of the further reduction in grade.

3. Comparison of Grades in Different Pay Systems

In some situations it is necessary to determine whether the grade of a position in one pay schedule or pay system (e.g., the GG pay system) is lower than, equal to, or higher than a grade in another (e.g., the WG pay system). In making these determinations, the scheduled representative rates of the grades of the two positions will be compared. If the representative rates are equal, the grades are equal. If they are not equal, the grade with the higher scheduled representative rate is the higher grade.

4. Determination of Applicable Salary Schedule and Rate

- a. Under some circumstances, the salary schedule which applies to an individual may depend on factors other than the pay plan and the grade. (For example, there has been in the NRC a Special Salary Schedule for Resident Inspectors at certain grade levels.) While an employee is entitled to grade retention, the salary schedule which will be used to establish the employee's rate of basic pay is that schedule which applies:
- (1) to the geographical area in which the employee is actually assigned;
 - (2) to the occupational series (or the specific duties if appropriate--e.g., Resident Inspector duties) of the position which the employee is actually occupying; and
 - (3) to the retained grade.
- b. Except as otherwise provided in c. and d. below, if there is a change in the applicable rate schedule when an employee becomes entitled to grade retention, he/she is entitled to the greater of:
- (1) the employee's rate of basic pay held before the movement;
 - (2) the rate of basic pay in the rate schedule now applicable (that is, applicable to the position to which the employee is moving) for the grade and step held by the employee before the movement; or
 - (3) the lowest rate of basic pay from the rate schedule now applicable which equals or exceeds the employee's rate of basic pay before the movement.

Thus, for example, if a General Engineer, GG-14/5, is downgraded from a position in NRR to a GG-13 Resident Inspector position under the Resident Inspector Special Salary Schedule at a Resident Inspector site under circumstances which entitle him/her to retained grade, his/her salary during the period of grade retention shall be the salary appropriate to GG-14/5 on the Resident Inspector Special Salary Schedule.

- c. However, when the NRC has an established Special Salary Schedule for the Resident Inspector Program, that schedule is considered applicable only to those employees who are actually at Resident Inspector sites performing Resident Inspector duties. Therefore, when an employee is moving from a Resident Inspector to a non-Resident Inspector position, the employee's rate shall be that rate of basic pay in the rate schedule now applicable (that is, applicable to the non-Resident Inspector position) for the grade and step held by the employee before the movement, even though in most cases this

will result in a reduction in the employee's pay. Thus, for example, if a Resident Inspector, GG-14/5, is downgraded from a position at a Resident Inspector site in which he/she was paid under the Resident Inspector Special Salary Schedule to a GG-13 General Engineer position in NRR under circumstances which entitle him/her to retained grade, his/her salary during the period of grade retention shall be the salary appropriate to GG-14/5 on the (non-Resident Inspector) General Engineer salary schedule. This rule is an exception to b. above, and any resulting reduction in pay does not entitle the employee to the retained pay entitlements of D. below.

- d. When an employee moves from a position not under a covered pay schedule (see 2. above) and is entitled to grade retention, the employee is entitled to the lowest rate of basic pay from the applicable rate schedule for the retained grade which is equal to or exceeds the employee's rate of basic pay before the movement. If there is no such rate, the employee is entitled to his/her rate of basic pay held before the movement.

5. Retained Grade Applicability

During the 2-year period an employee is entitled to a retained grade, the retained grade shall be used as the employee's grade for the purposes of determining pay (including within-grade increases, comparability increases, etc.), retirement, life insurance, eligibility for promotions, and training. The retained grade shall not be used to determine the employee's competitive level for reduction-in-force purposes, or for determining an employee's "exempt/nonexempt" status under the Fair Labor Standards Act.

6. Priority Consideration During Retained Grade Period

The employee entitled to a retained grade under 1.a. or b. above because of change to lower grade from a position in the NRC is also entitled to priority consideration for repromotion. Any such employee will be placed on the Repromotion Priority List and will receive priority consideration for selection (in competition with any other employees entitled to priority consideration) in accordance with appendixes 4170 and 4108 for the period of time specified in those appendixes. Such an employee must be selected unless the selecting official makes a determination in writing that the selection would not be in the best interests of the NRC, and this determination is approved in writing by the Director, O&P. (See also Appendix 4108, Part III.) Employees entitled to retained grade under 1.c. above are not entitled to priority consideration for repromotion; and employees whose grade retention entitlement is based on downgrade or other reduction-in-force action or potential action in another agency are not entitled to priority consideration for repromotion. (See Part III, A.2.a.(5) and (6) above.)

7. Eligibility for Noncompetitive Consideration for Vacancies

The employee who becomes entitled to a retained grade under 1.a., b., or c. above may, at the discretion of the selecting official, be selected for a vacancy with promotion potential no higher than the level of the retained grade as an authorized exception to the competitive procedures of Appendix 4108, Part III. This entitlement to noncompetitive selection for vacancies continues after other grade retention benefits cease for the duration of the employee's employment in the NRC. This entitlement is not applicable to employees whose grade retention entitlement is based on downgrade or other reduction-in-force action or potential action in another agency (see Part III, A.2.a. (5) and (6) above).

D. PAY RETENTION

1. Applicability of Pay Retention

Pay retention provisions of this Part apply to any incumbent of a position covered by this Part whose rate of basic pay would otherwise be reduced for a reason not excluded by B. or C.4.c. above. Such covered reasons include but are not limited to the following:

- a. The expiration of the 2-year period of grade retention.
- b. As a result of individual job evaluation action when the position has not been evaluated at a higher grade or grades for at least 1 year immediately prior to the effective date of the reduction.
- c. As a result of placement in a lower graded position by reduction-in-force action or as approved by the EDO in accordance with C.1.c. above when the individual has not served at a higher grade or grades for at least 52 consecutive calendar weeks.
- d. As the result of placing the employee in a formal developmental program.

2. Pay Retention Entitlements

The rate of basic pay of an employee entitled to pay retention under this Part shall be computed as follows:

- a. Except as otherwise provided in d. below, if the employee's scheduled rate of basic pay before the action which triggers pay retention falls within the pay range of the lower level position to which downgraded, the employee's scheduled rate of basic pay shall be the lowest scheduled rate of basic pay in the employee's grade after the action is taken which equals or exceeds his/her scheduled basic rate of pay before the action; and pay retention entitlements cease.

- b. Except as otherwise provided in d. below, if the employee's rate of basic pay before the action which triggers pay retention falls outside the current pay range of the lower level position, the employee shall be placed in step "00," and the rate of basic pay shall be the lower of (1) or (2) below:
- (1) The employee's scheduled rate of basic pay immediately before the action; or
 - (2) 150 percent of the current maximum scheduled rate of basic pay for the grade level of the position to which the employee is downgraded.

Until the employee's scheduled rate of basic pay falls within the scheduled rate range of pay for the position to which downgraded, the employee is entitled to 50% of the amount of each general (comparability) increase in the scheduled maximum rate of basic pay for the position to which downgraded. When the employee's scheduled retained rate of basic pay becomes equal to or less than the maximum scheduled rate for the position to which the employee has been downgraded, the employee is entitled to the scheduled maximum rate for that grade; and pay retention entitlements cease at that time.

- c. Note that in all cases the applicable rate of basic pay is the scheduled rate rather than the payable rate. Thus, if the applicable scheduled rate of basic pay is above the statutory pay limitation ("pay cap"), the employee shall be paid at the rate of the "pay cap," or the payable rate, but all computations shall be made based on the scheduled (or "asterisked") rate, in the same manner as employees not under pay retention are treated; and such employees are entitled to an adjustment in their payable rate when the "pay cap" is adjusted. (Based on FPM Letter 531-52, dated May 25, 1977, the guidance in which was not affected by passage of the Civil Service Reform Act per OPM 12/20/82.)
- d. When the NRC has an established Special Salary Schedule for the Resident Inspector Program, that schedule is considered applicable only to those employees who are actually at Resident Inspector sites performing Resident Inspector duties. Therefore, when an employee entitled to pay retention is moving from a Resident Inspector to a non-Resident Inspector position, his/her retained rate of pay shall be computed as follows:
- (1) A determination shall be made as to what the employee's rate of basic pay would have been prior to the action which triggers pay retention if he/she had not been under the Resident Inspector Special Salary Schedule; and

- (2) Using the rate of pay determined under (1) above as "the employee's rate of basic pay before the action which triggers pay retention," rule a. or b. above, as applicable, will be applied.

E. CESSATION OF ENTITLEMENT TO GRADE AND/OR PAY RETENTION

Grade and/or pay retention entitlements shall cease upon:

1. A break in service of one workday or more.
2. For grade retention, the employee's position change to an "equivalent tenure" position (see definition below) at a grade equal to or higher than the retained grade; and for pay retention, the employee's position change to an "equivalent tenure" position at a rate of basic pay equal to or higher than the retained rate.
3. For grade retention, an employee's declination of a reasonable "equivalent tenure" job offer in his/her present commuting area (all NRC office locations in the Washington, D.C. area are determined to be in the same commuting area) at a grade equal to or higher than the employee's retained grade; and for pay retention, the employee's declination of a reasonable "equivalent tenure" job offer in his/her present commuting area at a rate of basic pay equal to or greater than the retained rate.

("Equivalent tenure" position means one having tenure equal to, or greater than, that of the position creating the grade or pay retention entitlement. For purposes of comparing rates of basic pay with reference to this section, Resident Inspector positions shall be considered to be paid on the same salary schedule as non-Resident Inspector positions in the same series and grade in the NRC.)

4. An employee's demotion for personal cause or at the employee's request.
5. The employee's written request.

F. TEMPORARY PROMOTION OR REASSIGNMENT

An employee's entitlements do not cease if the employee accepts a temporary promotion or reassignment. If a temporary promotion results in a higher rate of pay than that being received by the employee under the provisions of this Part, the employee shall be paid the higher rate of pay while in the temporary position without jeopardizing retained grade or pay entitlements remaining after the expiration of the temporary promotion. However, the temporary promotion or reassignment may not be used as the basis for retained grade or pay entitlements nor shall it interrupt the expiration of the 2-year retention period.

G. APPEALS/GRIEVANCES

1. An employee who is granted grade or pay retention because of a position evaluation action may request formal review of the position evaluation only, under applicable provisions of Appendix 4130-A; and such review is the only appeal right available to employees in position evaluation matters. An employee who is granted grade or pay retention because of a reduction-in-force action may appeal the reduction-in-force action as explained in NRC 4170. The entitlement to grade or pay retention has no effect on either of those review/appeal rights.
2. An employee may file a grievance/appeal related to granting grade and/or pay retention based only on management's alleged failure to comply with applicable provisions of law, rule, regulation, and/or this Part.
3. An employee may grieve/appeal the termination of grade or pay retention benefits only if the termination is based on the employee's declination of a reasonable offer.
4. Grievances/appeals related to management's granting of priority consideration may only be based on alleged failure to consider an employee for a position for which he/she is qualified in the commuting area; or on alleged failure to select a priority consideration candidate based upon a prohibited personnel practice (5 U.S.C. 2302).

H. FURTHER REFERENCE

Although the NRC is not covered by 5 U.S.C. 5361 et seq., it is the intent of this Part (except in paragraph C.4.c. and D.2.d. above) to generally parallel the requirements and entitlements in that law as interpreted by the Office of Personnel Management (OPM). Therefore, where specific situations are not covered by this Part, or where further clarification is needed, the guidance in Federal Personnel Manual (FPM) Chapter 536 and FPM Supplements 532-1 and 990-2, Book 536, should be used. However, in cases where the FPM guidance would conflict with a stated NRC policy or procedure, the NRC policies and procedures prevail.

PART VIISEVERANCE PAY

A. BASIC ENTITLEMENT

1. Pursuant to 5 U.S.C. 5595, NRC is covered by regulations governing severance pay prescribed by the Office of Personnel Management in FPM Chapter 550.
2. In general, most nontemporary NRC employees who have completed 12 months continuous service as below are eligible for severance pay when involuntarily separated from the service "not by removal for cause on charges of misconduct, delinquency, or inefficiency," if not entitled to an immediate annuity upon separation. Included are separation by reduction-in-force, separation for failure to accept a reassignment to another commuting area (provided the employee has not signed a mobility agreement), and certain resignations in lieu of involuntary separation.
3. Employees may be paid severance pay only if on the date of separation they had been on the rolls of one or more agencies under one or more appointments without time limitation, or temporary appointments that precede or follow an appointment without time limitation, without any break in service of more than 3 calendar days for at least the preceding 12 calendar months.
4. See FPM Chapter 550 and FPM Supplement 990-2, Book 550, for further explanation.

B. STATUTORY FORMULA

The total severance pay to which an employee is entitled pursuant to 5 U.S.C. 5595 upon involuntary separation from NRC is determined as follows:

1. Severance pay consists of two elements:
 - a. a basic severance allowance computed on the basis of 1 week's basic pay at the rate received immediately before separation for each year of civilian service, up to and including 10 years, and 2 weeks of basic pay at that rate for each year of civilian service beyond 10 years, for which severance pay has not previously been received; and
 - b. an age adjustment allowance computed on the basis of 10 percent of the total basic severance allowance for each year by which the age of the recipient exceeds 40 years at the time of separation.

2. In counting years, the employee will be credited, for purposes of 1.a., above, with 25% of a year for each 3 months of creditable civilian service that exceeds 1 or more full years, and, for purposes of 1.b., above, with 25% of a year for each 3 months by which the employee's age exceeds 40.
3. Total severance pay computed as above can not exceed 1 year's pay at the rate received immediately before separation. "One year's pay" is pay for 26 biweekly pay periods in the case of full-time employees. For part-time employees, "1 year's pay" is obtained by multiplying their basic weekly pay (hourly rate times regular hours of service) by 52 weeks. (46 C.G. 664.)
4. In computing an employee's civilian service for this purpose, all service is included that is creditable for annual leave accrual purposes.

C. PAYMENT OF SEVERANCE PAY

1. Upon separation, the NRC will pay the employee the same basic pay at the same pay intervals until the severance pay fund is exhausted, except the final payment consists only of that portion of the severance pay fund remaining.
2. No deductions are made from severance pay other than Federal and State income tax withholding, the hospital portion of FICA tax, and the regular portion of FICA tax if the employee was subject to FICA at the time of separation from the position giving rise to severance pay.

D. FURTHER REFERENCE

Refer to FPM Chapter 550 and FPM Supplement 990-2, Book 550, for further information concerning severance pay.

PART VIIIPAY ADJUSTMENTS AT TIME OF EFFECTING
NEW PAY SCHEDULES

A. APPROVAL OF NEW NRC PAY SCHEDULES

1. General Salary Schedule

The Executive Director for Operations (EDO) approves revision of the NRC General Salary Schedule, upon recommendation of the Director, Division of Organization and Personnel, pursuant to the decision of NRC to establish a compensation system independently of the civil service system (42 USC 2201d.; see 4130-01). The EDO specifies an effective date and an approval date for the new schedule. (Unless otherwise directed by the EDO in writing, the effective date is the same as that established by law or Executive Order for the statutory General Salary Schedule.)

2. Special Salary Schedules and Locality Rate Schedules

The Director, Division of Organization and Personnel, approves revision of NRC special salary schedules and locality rate schedules (see 4130-035b.). On occasions when such revision is to accompany the revision of the General Salary Schedule, the Director, Division of Organization and Personnel, may apply the same effective date and approval date as that established for the General Salary Schedule. The Director, Division of Organization and Personnel, may, however, determine that other dates are more appropriate. Otherwise, NRC special salary schedules are effective at the beginning of the first pay period after the approval of the schedule.

B. ADJUSTMENT TO NEW PAY RATES

1. Employees Paid Under the NRC General Salary Schedule or a Locality Rate Wage Schedule; and Employees Whose Positions Are Being Moved from the General to a Special Salary Schedule

The basic rate of each employee covered by this subsection to whom a new or different schedule applies will be adjusted to the same numbered step rate the employee had immediately prior to the effective date, or to the step rate the employee was entitled to by reason of having satisfied the requirements for a regular step increase immediately prior to the effective date (see Part IV above), except as provided below:

- a. If the employee is receiving retained pay, the procedure in Part VI, D.2. above shall be used to establish the employee's new pay rate.

- b. When a new or different schedule is made effective or applicable retroactively, pay, in the case of employees affected by personnel actions which have occurred since the effective date, shall be adjusted retroactively to reflect those basic rates to which they are entitled under the new or different schedule as if it had been in effect at all times during such period. (This requires reconstruction of the personnel actions, using the rates provided in the new or different pay schedule, and may result in changes in step number as well as rate.)

2. Employees in Positions Paid Under Special Salary Schedules Which Are Being Returned to the General Salary Schedule or Placed in a Lower Special Salary Schedule

An employee's step rate, whose position is subject to a special salary schedule and whose grade or position is being returned to the General Salary Schedule, or being placed in a lower special salary schedule, shall be adjusted as follows:

- a. If the employee has been receiving a rate of basic pay under a special salary schedule equal to a step rate for the employee's grade in the schedule in which the employee's position is being placed (hereafter referred to as the new schedule), that step rate in the new schedule shall be selected.
- b. If the employee has been receiving a rate of basic pay under a special salary schedule which falls between two steps in the rate range for the employee's grade under the new schedule, the higher of the two steps shall be selected.
- c. If the employee has been receiving a rate of basic pay under a special salary schedule that falls outside the rate range for the employee's grade in the new schedule, the employee is entitled to retained pay as described in Part VI above.
- d. When the adoption of a new General Salary Schedule or new lower special salary schedule occurs simultaneously with moving the employee's position to that schedule, the computations above shall be made using the employee's salary before the change and the new schedule.

3. Employees Paid Under Cooperative Student Program Salary Schedules

The basic rate of each employee to whom a new Cooperative Student Program Salary Schedule applies will be adjusted, as appropriate, to the new rate for the combination of academic study completed and NRC work period.

4. Simultaneous Actions

When pay related actions occur simultaneously, they shall be processed in the order which gives the employee the maximum benefit per Part III, E. above.

C. EFFECTIVE DATE OF ADJUSTMENTS

1. Pay adjustments will be made to new rates described in B., above, as of the effective date of the new pay schedule.
2. For group life insurance purposes under Chapter 87 of Title 5, U.S.C., adjustments to new schedule rates will be considered to be effective for the full pay period in which the date of approval falls, when a pay increase is made effective retroactively. (This applies both in determining the amount of insurance coverage to which entitled and in making related payroll deductions.) However, if a locality rate employee dies or retires during the retroactive period, that is, the period beginning with the effective date of a new wage schedule and ending with the date of approval of that schedule, the pay adjustments will be deemed to have been in effect during the full retroactive period.
3. Lump-Sum Leave Payments.
 - a. When a pay schedule is approved to become effective on a later date, lump-sum leave payments for former employees who had separated from the service on or after the date of approval shall be adjusted at the higher rates provided by the new schedule for any portion of the period represented by lump-sum leave payment which begins with the effective date of the new schedule (26 Comp. Gen. 102, (1946), 43 Comp. Gen. 440 (1963), and 47 Comp. Gen. 773 (1968)).
 - b. When a pay schedule is approved, to become effective retroactively on an earlier date, lump-sum leave payments for former employees who had separated from the service at any date prior to the date of approval of the new schedule, and who are not subsequently reemployed prior to the date of approval of the new schedule, shall not be adjusted to reflect basic pay rates in the new schedule, whether or not the period covered by the leave for which lump-sum payment is made extends beyond either the effective date or the date of approval of the new schedule- 26 Comp. Gen. 102 (1946), 31 Comp. Gen. 166 (1951). (See also D.2.a., below, in regard to any separated NRC employee who was reemployed prior to the date of approval of a new schedule.)
 - c. See NRC 1101 in regard to inclusion in the lump-sum leave payment of any step increase to which an employee is entitled as of the date of separation but which has not been processed.

D. APPLICABILITY

1. When a new NRC pay schedule is approved on or before its effective date, adjustments to new basic rates described in B., above, and related premium rates, will be applicable to:
 - a. NRC employees who are on the rolls on the effective date.

- b. former NRC employees who separated to enter service in the Armed Forces of the United States and who are still in such service on the date of approval. (This is for record purposes only, to assure that a former employee who returns to NRC after military service is "restored in such manner as to give him such status in his employment as he would have enjoyed if he had continued in such employment continuously from the time of his entering the armed forces until the time of restoration to such employment" (Section 9 (c) of the Military Selective Service Act of 1967 (50 U.S.C. App., 459)). (See NRC 4116, "Military Duty: Restoration and Other Actions.")
 - c. former NRC employees who transferred from NRC to an international organization (5 U.S.C. 3343, and 3581-4) or were appointed, with statutory reemployment rights, to a position in the Foreign Service Reserve under the Foreign Service Act of 1946, 22 U.S.C. 928, or a position outside the United States under either the Foreign Assistance Act of 1961, 22 U.S.C. 2385(d), or the Peace Corps Act of 1961, 22 U.S.C. 2506(a), and who are still in such employment on the date of approval. The adjustment applies:
 - (1) for record purposes, in view of the former employee's entitlement to be reemployed in NRC in the former position or in a position of not less than like seniority, status, and pay at not less than the base rate applicable for continuous employment in NRC.
 - (2) for purposes of computing civil service retirement and group life insurance deductions, if the employee who transfers to an international organization elects to continue these coverages. See NRC 4113, "Staffing Assistance for International Organizations."
2. When new schedules are approved at a date subsequent to the effective date, adjustments to new basic rates described in B., above, and related premium rates, will be applicable to:
- a. NRC employees who were on the rolls on the date of approval. (This includes NRC employees who are separated and reemployed during the period beginning on the effective date and ending on the date of approval, for services rendered during such period, and for lump-sum leave payments to which entitled (31 Comp. Gen. 199 (1951).)
 - b. NRC employees who died, or retired and were eligible for an immediate annuity, including discontinued service and disability, but not a deferred annuity, during the period beginning on the effective date and ending on the date of approval, for services rendered during such period, and for lump-sum payments to which entitled. (31 Comp. Gen. 332 (1952).) (The retroactive pay in such cases is not considered as basic pay for purposes of deductions and annuity and computations under

- Civil Service Retirement Regulations, and does not operate to increase the amount of an employee's group life insurance coverage, except as specified in C.2., above.)
- c. former NRC employees, who transferred from the NRC to another Federal agency during the period beginning on the effective date and ending on the date of approval, and who are still in the Federal service on the date of approval, for services rendered NRC during such period.
 - d. former NRC employees who had separated by resignation from NRC before the date of approval of a new schedule to accept employment with another Federal agency, where there has been no break in service and the date of approval is one of the nonworkdays falling between continuous periods of service for that employee, for services rendered NRC during the period beginning on the effective date of the new schedule and ending on the date of the employee's separation. (47 Comp. Gen. 386 (1968).)
 - e. former NRC employees who separated to enter service in the Armed Forces of the United States during the period beginning on the effective date and ending on the date of approval and who are still in such service on the date of approval, for services rendered during such period and for lump-sum leave payments to which entitled (if they had elected such payments on separation). (31 Comp. Gen. 240 (1951).)
 - (1) The adjustment also applies to former NRC employees who separated prior to the effective date to enter service in the Armed Services of the United States and who are still in such service on the date of approval. (This is for record purposes only, as explained in 1.b., above.)
 - (2) Service in the Armed Forces of the United States includes the period prescribed by law for the mandatory restoration of such individual to a position in the Federal Government. This refers to individuals relieved from training and service in the Armed Forces of the United States or discharged from hospitalization following such training and service. The authority is Section 9 of the Military Selective Service Act of 1967 (50 U.S.C. App. 459). (See NRC 4116, "Military Duty: Restoration and Other Actions.")
 - f. former NRC employees who, during the period beginning on the effective date and ending on the date of approval, transferred from NRC to an international organization (5 U.S.C. 3343 and 3581-4) or were appointed, with statutory reemployment rights, to a position in the Foreign Service Reserve under the Foreign Service Act of 1946, 22 U.S.C. 928, or one outside the United States either the Foreign Assistance Act of 1961, 22 U.S.C. 3385(d), or the Peace Corps Act of 1961,

22 U.S.C. 2506(a), and who are still in such employment on the date of approval. The adjustment applies:

- (1) for record purposes, in view of the former employee's entitlement to be reemployed in NRC in the former position or in a position of not less than like seniority, status and pay at not less than the base rate applicable for continuous employment in NRC.
- (2) for purposes of computing civil service retirement and group life insurance deductions, if the employee who transfers to an international organization elects to continue these coverages. This pay adjustment applies also for services rendered NRC during such period, to those former NRC employees who are appointed, as above, to a position in the Foreign Service Reserve, or one outside the United States under either the Foreign Assistance Act of 1961 or the Peace Corps Act of 1961, but not to former NRC employees who transferred from NRC to an international organization as these latter were not in Federal employment on the date of approval. (50 Comp. Gen. 173 (1970).) See NRC 4113, "Staffing Assistance for International Organizations," and NRC 4171, "Separations and Adverse Actions."

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Exhibit 1 General Grade Salary Table 2016-GG

Exhibit 1

GENERAL GRADE SALARY TABLE 2016 - GG

Effective January 10, 2016

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
1	18,343	18,956	19,566	20,173	20,783	21,140	21,743	22,351	22,375	22,941	VARIES
2	20,623	21,114	21,797	22,375	22,629	23,295	23,961	24,627	25,293	25,959	VARIES
3	22,502	23,252	24,002	24,752	25,502	26,252	27,002	27,752	28,502	29,252	750
4	25,261	26,103	26,945	27,787	28,629	29,471	30,313	31,155	31,997	32,839	842
5	28,262	29,204	30,146	31,088	32,030	32,972	33,914	34,856	35,798	36,740	942
6	31,504	32,554	33,604	34,654	35,704	36,754	37,804	38,854	39,904	40,954	1,050
7	35,009	36,176	37,343	38,510	39,677	40,844	42,011	43,178	44,345	45,512	1,167
8	38,771	40,063	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399	1,292
9	42,823	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666	1,427
10	47,158	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306	1,572
11	51,811	53,538	55,265	56,992	58,719	60,446	62,173	63,900	65,627	67,354	1,727
12	62,101	64,171	66,241	68,311	70,381	72,451	74,521	76,591	78,661	80,731	2,070
13	73,846	76,308	78,770	81,232	83,694	86,156	88,618	91,080	93,542	96,004	2,462
14	87,263	90,172	93,081	95,990	98,899	101,808	104,717	107,626	110,535	113,444	2,909
15	102,646	106,068	109,490	112,912	116,334	119,756	123,178	126,600	130,022	133,444	3,422

Exhibit 2 Executive Schedule (EX)

Exhibit 2	
EXECUTIVE SCHEDULE (EX)	
2016	
Per Annum Rates	
Level I	\$205,700
Level II	\$185,100
Level III	\$170,400
Level IV	\$160,300
Level V	\$150,200
Locality adjustments do not apply	

Exhibit 3 Senior Executive Service (SES)

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)

2016

**Pay Range
Per Annum Rates**

	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System*	\$123,175	\$185,100

The SES pay rate is basic pay for all pay computation purposes. Locality adjustments do not apply.

* SES Performance Appraisal System certification valid through September 9, 2016.

Exhibit 4 NRC Senior Level Service (SLS) Pay Bands

Exhibit 4
NRC SENIOR LEVEL SERVICE (SLS)
PAY BANDS
2016
Pay Ranges
Per Annum Rates

	<u>Basic Pay</u>		<u>Locality Pay</u> <u>Wash. DC Area</u>
SL-3	160,300	Top	170,400*
	160,300	Bottom	170,400*
SL-2	160,300	Top	170,400*
	150,427	Bottom	170,400*
SL-1C	150,426	Top	170,400*
	140,479	Bottom	170,400*
SL-1B	140,478	Top	170,400*
	131,839	Bottom	164,509
SL-1A	131,838	Top	164,507
	123,175	Bottom	153,698

*Rate limited to the rate for level III of the Executive Schedule (5 U.S.C. 5304(g)(2)).

Exhibit 5 NRC Administrative Judge Schedule

Exhibit 5

NRC ADMINISTRATIVE JUDGE SCHEDULE

2016

Per Annum Rates

	<u>Basic Pay</u>		<u>Locality Pay Wash. DC Area</u>
Level E	160,300		170,400*
Level D	160,300		170,400*
Level C	160,300		170,400*
Level B	153,666		170,400*
Level A	153,666	Top	170,400*
	140,456	Bottom	170,400*

*Rate limited to the rate for level III of the Executive Schedule (5 U.S.C. 5304(g)(2)).

Exhibit 6 Administrative Law Judge Schedule

Exhibit 6			
ADMINISTRATIVE LAW JUDGE SCHEDULE			
2016			
Per Annum Rates			
	<u>Basic Pay</u>	<u>Locality Pay Wash. DC Area</u>	
AL-1	160,300	170,400*	
AL-2	156,300	170,400*	
			<u>AL-3 WAITING PERIOD FOR HIGHER RATE</u>
AL-3/F	148,100	170,400*	
AL-3/E	140,100	170,400*	2 Years
AL-3/D	131,700	164,335	2 Years
AL-3/C	123,500	154,103	1 Year
AL-3/B	115,100	143,622	1 Year
AL-3/A	107,000	133,515	1 Year

*Rate limited to the rate for level III of the Executive Schedule (5 U.S.C. 5304(g)(2)).

Exhibit 7 Wage Grade Schedule

Exhibit 7 WAGE GRADE SCHEDULE AC-0027R Defense Civilian Personnel Advisory Service Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Washington, District of Columbia (DCB) Wage Area																
Effective Date: October 18, 2015 Issue Date: December 23, 2015																
WG WL-WS Grade	WG-Rates					WL-Rates					WS-WD-WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	11.66	12.14	12.63	13.09	13.61	12.84	13.37	13.88	14.41	14.97	19.77	20.56	21.36	22.20	23.02	
2	13.37	13.91	14.46	15.03	15.61	14.70	15.30	15.93	16.50	17.13	21.43	22.34	23.22	24.13	25.01	
3	15.06	15.69	16.33	16.96	17.57	16.55	17.25	17.94	18.62	19.30	23.16	24.12	25.07	26.04	27.01	
4	16.79	17.47	18.17	18.87	19.57	18.45	19.21	19.97	20.76	21.51	24.88	25.92	26.89	27.96	28.97	
5	18.49	19.24	20.04	20.79	21.58	20.33	21.16	22.02	22.88	23.72	26.56	27.69	28.79	29.90	30.98	
6	20.19	21.03	21.88	22.71	23.55	22.20	23.14	24.05	24.97	25.92	28.27	29.46	30.62	31.80	32.97	
7	21.91	22.83	23.72	24.63	25.54	24.09	25.08	26.09	27.08	28.10	29.98	31.24	32.47	33.72	34.97	
8	23.56	24.45	25.45	26.46	27.39	25.96	27.00	28.04	29.16	30.21	31.47	32.70	34.00	35.39	36.67	
9	24.81	25.96	26.89	27.93	29.02	27.35	28.49	29.68	30.81	31.95	32.74	34.11	35.52	36.87	38.22	
10	26.22	27.34	28.44	29.55	30.62	28.86	30.07	31.24	32.48	33.67	34.16	35.57	36.95	38.36	39.81	
11	27.57	28.80	29.95	31.10	32.22	30.35	31.66	32.92	34.24	35.43	34.98	36.44	37.88	39.38	40.82	
12	28.97	30.20	31.41	32.62	33.81	31.83	33.18	34.54	35.81	37.16	36.08	37.58	39.11	40.59	42.14	
13	30.34	31.54	32.89	34.21	35.39	33.37	34.80	36.16	37.57	38.94	37.22	38.77	40.33	41.87	43.42	
14	31.70	33.04	34.35	35.66	37.03	34.91	36.35	37.82	39.26	40.73	38.28	39.87	41.47	43.07	44.65	
15	33.08	34.46	35.81	37.23	38.58	36.43	37.91	39.49	40.97	42.51	39.50	41.16	42.79	44.41	46.08	
											WS-16	40.88	42.58	44.28	45.97	
											WS-17	42.43	44.19	45.95	47.72	
											WS-18	44.12	45.97	47.81	49.63	
											WS-19	42.39	44.16	45.93	47.69	

Exhibit 8 Special Salary Schedule for All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group

Exhibit 8 NRC SPECIAL SALARY SCHEDULE 2016 GG-800 Engineering and GG-1300 Scientific Groups Locations: Nationwide Effective January 10, 2016 Annual Rates by Grade and Step											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
5	46,246	47,269	48,292	49,315	50,338	51,361	52,384	53,407	54,430	55,453	1,023
7	51,815	53,080	54,345	55,610	56,875	58,140	59,405	60,670	61,935	63,200	1,265
9	60,396	61,942	63,488	65,034	66,580	68,126	69,672	71,218	72,764	74,310	1,546
11	69,307	71,183	73,059	74,935	76,811	78,687	80,563	82,439	84,315	86,191	1,876

Establishes the special schedule for NRC professional positions at GG-5 through GG-11 in the GG-800 Engineering Group and the GG-1300 Scientific Group.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Refer to Exhibits A through F for applicable locality rates.

Refer to Exhibit 10 for entry-level pay rates for students graduating from or enrolled in accredited colleges and universities.

**Exhibit 8 Special Salary Schedule for All Professional Series in the GG-800
Engineering Group and the GG-1300 Scientific Group (continued)**

Purpose

Establishes the special salary schedule for NRC personnel at grades GG-5 through GG-11 in professional series in the GG-800 engineering and GG-1300 scientific occupational groups, as well as pay setting procedures pertaining to this salary schedule.

Background

To aid the proper discharge of the Commission's responsibilities, and pursuant to Section 161.d of the Atomic Energy Act of 1954, as amended, a special salary schedule has been established for professional engineering and scientific positions in the GG-800 and GG-1300 occupational groups at grades GG-5, 7, 9, and 11.

Entry-Level Pay Rates

For guidance on setting entry-level pay rates for new hires, please refer to Exhibit 10, "NRC Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions."

Pay Administration

Reassignments, changes to lower grade, and promotions for employees in positions covered by Exhibit 8 are processed using normal, governmentwide pay setting practices. Consistent with pay setting for other employees, the rate under Exhibit 1, General Grade Salary Table constitutes the underlying pay for an Exhibit 8 position for employees.

Exhibit 9 Special Salary Schedule for All Resident Inspector Program Personnel in Scientific and Technical Positions Who are Duty Stationed at Reactor or Nuclear Facility Sites

Exhibit 9 NRC SPECIAL SALARY SCHEDULE 2016 Resident Inspector Locations: Nationwide Effective January 10, 2016 Annual Rates by Grade and Step												
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval	
11	65,627	67,354	69,081	70,808	72,535	74,262	75,989	77,716	79,443	81,170	1,727	
12	74,521	76,590	78,659	80,728	82,797	84,866	86,935	89,004	91,073	93,142	2,069	
13	81,232	83,694	86,156	88,618	91,080	93,542	96,004	98,466	100,928	103,390	2,462	
14	95,990	98,899	101,808	104,717	107,626	110,535	113,444	116,353	119,262	122,171	2,909	

Establishes the special salary schedule for NRC Resident Inspector Program personnel in scientific and technical positions who are duty stationed at a reactor or nuclear facility site, and includes Construction Resident Inspectors who are duty stationed at a licensee site.

Grade 11 is based on the OPM Special Salary Rate Table 0422 for Engineers (Electrical/Electronic/Nuclear) Worldwide. Grade 12 is based on a 1% across the board adjustment to the 2015 rate. Grades 13 and 14 are extrapolated from the General Grade Salary Table (Exhibit 1).

Employees paid from this schedule receive full locality adjustments for the appropriate locality pay area (refer to Exhibits A through F).

Exhibit 9 Special Salary Schedule for All Resident Inspector Program Personnel in Scientific and Technical Positions Who are Duty Stationed at Reactor or Nuclear Facility Site (continued)

Purpose

Establishes the special salary schedule for NRC personnel in the Resident Inspector Program in scientific and technical positions who are duty stationed at a reactor or a nuclear facility site, and the general pay setting regulations pertaining to that program.

Background

To aid the proper discharge of the Commission's responsibilities, and pursuant to Section 161d of the Atomic Energy Act of 1954, as amended, a special salary schedule has been established for scientific and technical positions specifically designated as Resident Inspector and Senior Resident Inspector at grades GG-11, 12, 13, and 14. This special salary schedule applies to all NRC GG-11 through GG-14 level employees in the Resident Inspector Program who are duty stationed at a reactor or nuclear facility site, and includes Construction Resident Inspectors who are duty stationed at a licensee site.

Entering the Resident Inspector Program

When an individual enters the Resident Inspector Program, his or her salary should be set by (1) determining the step the individual would have received if he or she were entering a position not in the program (by application, as appropriate, of the promotion, in-hiring, etc., rule in Management Directive 10.41, Appendix 4130-C), and (2) applying the Resident Inspector Special Salary Schedule to the grade and step obtained by (1) above. For employees in positions covered by Exhibit 8, please refer to guidance in Exhibit 8, when calculating the correct grade and step before applying the Resident Inspector Special Salary Schedule. Resident Inspectors are paid a full locality adjustment¹ in addition to their rate of pay from the Resident Inspector Special Salary Schedule.

An individual's salary that is not set in accordance with the provisions described in the paragraph above may be set at an appropriate Administratively Determined (AD) rate, such as when the individual's salary would be above the maximum rate of the grade on the General Salary Schedule (Exhibit 1) when step (1) above is followed.

Example: A GG-840-11/4 non-Resident Inspector employee is selected for a GG-12 Resident Inspector position.

¹ Locality adjustments for Resident Inspectors are basic pay for most purposes, such as retirement, life insurance, severance pay, workers' compensation payment, and recruitment/retention/relocation incentives.

Exhibit 9 Special Salary Schedule for All Resident Inspector Program Personnel in Scientific and Technical Positions Who are Duty Stationed at Reactor or Nuclear Facility Site (continued)

Application of step (1) shows that the employee would have been placed at the GG-12/2 level (on the General Grade Salary Table, Exhibit 1) if the employee were not entering the program. Application of step (2) places the employee at the GG-12/2 level on this Resident Inspector Special Salary Schedule. If the resident site is located in an area that has a locality rate of 29.20%, the employee would receive a locality adjustment of 29.20% in addition to the GG-12/2 salary from the Resident Inspector Special Salary Schedule. If the resident site is located in a REST OF U.S. (RUS) locality area (14.35%), the employee would receive a locality adjustment of 14.35% in addition to the GG-12/2 salary from the Resident Inspector Special Salary Schedule.

Leaving the Resident Inspector Program

For purposes of salary administration, all normal salary administration procedures contained in MD 10.41, Appendix 4130-C shall apply to individuals being paid under this Resident Inspector Special Salary Schedule except—

- a. A salary paid under this special salary schedule shall not constitute a "highest previous rate" (MD 10.41, Appendix 4130-C, Part III); the "highest previous rate" shall be computed as that rate which an employee in that grade and step would have received if he or she had not been paid under this special salary schedule. (See exceptions to this rule as described in c. and d. below.)
- b. When an individual leaves the Resident Inspector Program, except through reassignment when requirements for saved pay are met (c. below) or promotion (d. below), his or her salary shall be set by (1) determining the step the individual would have received if he or she had received in the NRC the same promotions, within-grade increases, and/or high quality increases not under the Resident Inspector Special Salary Schedule, and (2) computing the individual's new salary, by application of the appropriate (e.g., reassignment) rule in MD 10.41, Appendix 4130-C to the grade and step obtained by step (1) above.

Exhibit 9 Special Salary Schedule for All Resident Inspector Program Personnel in Scientific and Technical Positions Who are Duty Stationed at Reactor or Nuclear Facility Site (continued)

- c. When a Resident Inspector or Senior Resident Inspector is reassigned to a position outside of the Resident Inspector Program, and the requirements² for pay saving are met, the employee's pay from the Resident Inspector Salary Schedule is retained as base pay, and a locality adjustment is added until such time as the application of normal pay setting procedures meets or exceeds the employee's saved pay. The employee will also receive as a part of saved pay one half of any general pay increase prior to the application of any locality adjustment.

Employees' saved pay under these provisions should be compared to what their base or underlying pay (for example, on Exhibit 1) would be using normal pay setting procedures as described in b. above as follows:

- (i) Determine the appropriate grade and step under normal pay setting procedures.
 - (ii) Apply any within-grade increases, promotions, and annual comparability increases.
 - (iii) When the application of normal pay setting procedures equals or exceeds the employee's saved pay, the employee is taken off saved pay.
- d. When an employee is promoted from a Resident Inspector Program position to another NRC position, his or her new salary shall be set at the lowest step of the higher grade on the applicable salary schedule (usually Exhibit 1 or Exhibit 8), which equals or exceeds his or her base salary from the Resident Inspector Salary Schedule. Appropriate adjustments, for example, locality pay, would then be added. However, this provision shall not serve to increase the pay of an individual who later returns to the Resident Inspector Program. Upon re-entry, the individual's salary shall be set using this exhibit without the benefit accrued under this provision.

Limitations

The pay adjustment is not an equivalent increase within the meaning of MD 10.41, Appendix 4130-C, Part IV.

² Pay saving requirements:

1. Must have successfully completed at least 6 full consecutive years in the resident inspector program.
2. Must be a management-directed reassignment (including reassignments initiated by employees that are in management's interest and not primarily for employee's convenience or benefit).
3. Must have a performance appraisal of Fully Successful or better for at least the last 6 years.
4. Saved pay will not be available to former residents who are reassigned out of the resident program for cause (performance, objectivity, or conduct) or based solely on personal request.

Exhibit 10 NRC Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions

Exhibit 10

NRC SPECIAL SALARY SCHEDULE 2016

**NRC Entry-Level Engineering (GG-800 Group),
Scientific (GG-1300 Group), and Legal Positions**

Locations: Headquarters and Regional Offices

Effective January 10, 2016

Annual Pay Rates

	Bachelor Degree		Master's Degree	Ph.D/J.D. Degree
	Average Qualifications	Superior Qualifications		
Engineering Series (800 Group) and Scientific Disciplines (1300 Group)	GG-5/10* (\$55,453)	GG-7/10* (\$63,200)	GG-9/6* (\$68,126)	GG-11/8* (\$82,439)
<i>-degree + experience (refer to narrative for details)</i>	GG-7/6* (\$58,140)	GG-9/5* (\$66,580)	GG-11/3* (\$73,059)	n/a
Honor Law Graduate or ASLBP Law Clerk	GG-11/10** (\$67,354)			

*Rates are from the NRC Special Salary Schedule for the GG-800 Engineering and GG-1300 Scientific Groups (Exhibit 8). Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule.

**This rate is from the General Grade Salary Table (Exhibit 1). Employees paid this rate also receive locality adjustments. Refer to Exhibits A through F for applicable locality rates.

Exhibit 10 NRC Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions (continued)

Purpose

This special salary schedule has been established for NRC entry-level professional positions in programs for students graduating from or enrolled in accredited colleges and universities. Also use this schedule to set salary for student appointments at or above the GG-9 (Master's degree or higher) level for entry-level professional positions.

Other Management Directive 10.41, Appendix 4130-C, pay exhibits cover salaries for positions not based on college recruitment (for example, transfers from other Federal agencies; entry level hires who are not recent graduates); and normal pay setting rules, such as locality adjustments (Exhibits A through F), apply as appropriate.

Entry-Level Pay Rates and Grades

Salary determinations for individuals with Bachelor's degrees selected for Entry-Level Engineering (800 Group) or Scientific (1300 Group) positions are based also on scholastic achievements. Individuals qualify for appointments at the GG-7 step 10 based on superior qualifications defined as—

1. An overall Grade Point Average (GPA) of **at least** 2.95 on a 4.0 scale (GPA may not be rounded up to reach 2.95) or **at least** 3.5 in the major (GPA may not be rounded up to reach 3.5); or
2. Standing in the upper third of student's class; or
3. Election to membership in one of the national honorary scholastic societies; or
4. Other significant scholastic/academic achievements.

It is the student's responsibility to document superior qualifications by providing the appropriate NRC Program Coordinator with either a transcript, report card, or other official school document.

Experience in addition to academic qualifications:

For the Entry-Level Program, related work experience will be a factor in determining salaries in addition to academic qualifications. Credit for pre- or post-degree experience must be considered on a case-by-case basis. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience

Exhibit 10 NRC Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions (continued)

An individual *may* receive credit for 1 year of specialized experience when the individual has 1 year or more of pre-degree and/or 1 year of post-degree experience (i.e., within 2 years of earning the degree), such as experience operating a university research reactor or operating a reactor in the nuclear Navy), that is relevant to the position being filled, and such experience in combination with the degree indicates a level of knowledge, skill, or ability beyond that evidenced by the degree alone.

For example, an applicant with 5 years of pre-degree nuclear Navy experience who subsequently completes a Bachelor's degree in engineering with superior academic achievement may be qualified at the GG-9 level. The individual's pay in this case would be set at the entry-level pay rate reflected on Exhibit 10 for a Bachelor's degree in engineering with superior academic achievement and experience (that is, GG-9 step 5).

When hiring primarily based on experience rather than academic degree, pay should be set based on the higher of (a) the degree plus experience row or (b) normal pay setting policy or a salary exception.

Promotions

Exhibit 8 describes procedures for career-ladder promotions for entry-level employees at the GG-5/10 and GG-7/10 levels.

Exhibit 11 Special Base Rates for Law Enforcement Officers at Grades 3 to 10

Exhibit 11
SALARY TABLE 2016
SPECIAL BASE RATES FOR LAW ENFORCEMENT OFFICERS AT GRADES 3 TO 10
Locations: Nationwide
Effective January 10, 2016
Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
3	27,002	27,752	28,502	29,252	30,002	30,752	31,502	32,252	33,002	33,752	750
4	30,313	31,155	31,997	32,839	33,681	34,523	35,365	36,207	37,049	37,891	842
5	34,856	35,798	36,740	37,682	38,624	39,566	40,508	41,450	42,392	43,334	942
6	36,754	37,804	38,854	39,904	40,954	42,004	43,054	44,104	45,154	46,204	1,050
7	39,677	40,844	42,011	43,178	44,345	45,512	46,679	47,846	49,013	50,180	1,167
8	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399	51,691	52,983	1,292
9	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666	57,093	1,427
10	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306	62,878	1,572

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

Refer to Exhibits 11-A through 11-E for the applicable locality rates.

Exhibit 11-A Salary Table 2016-ATL (LEO)

Exhibit 11-A
SALARY TABLE 2016-ATL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING A LOCALITY PAYMENT OF 19.58%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL**
Effective January 10, 2016

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	21,935	22,668	23,397	24,123	24,852	25,279	26,000	26,727	26,756	27,433
2	24,661	25,248	26,065	26,756	27,060	27,856	28,653	29,449	30,245	31,042
3	32,289	33,186	34,083	34,980	35,876	36,773	37,670	38,567	39,464	40,361
4	36,248	37,255	38,262	39,269	40,276	41,283	42,289	43,296	44,303	45,310
5	41,681	42,807	43,934	45,060	46,187	47,313	48,439	49,566	50,692	51,819
6	43,950	45,206	46,462	47,717	48,973	50,228	51,484	52,740	53,995	55,251
7	47,446	48,841	50,237	51,632	53,028	54,423	55,819	57,214	58,610	60,005
8	49,452	50,997	52,542	54,087	55,632	57,177	58,722	60,267	61,812	63,357
9	52,914	54,621	56,327	58,033	59,740	61,446	63,153	64,859	66,565	68,272
10	58,271	60,151	62,031	63,911	65,791	67,670	69,550	71,430	73,310	75,190
11	61,956	64,021	66,086	68,151	70,216	72,281	74,346	76,412	78,477	80,542
12	74,260	76,736	79,211	81,686	84,162	86,637	89,112	91,588	94,063	96,538
13	88,305	91,249	94,193	97,137	100,081	103,025	105,969	108,913	111,858	114,802
14	104,349	107,828	111,306	114,785	118,263	121,742	125,221	128,699	132,178	135,656
15	122,744	126,836	130,928	135,020	139,112	143,204	147,296	151,388	155,480	159,572

Exhibit 11-B Salary Table 2016-CHI (LEO)

Exhibit 11-B
SALARY TABLE 2016-CHI (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING A LOCALITY PAYMENT OF 25.44%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
Effective January 10, 2016**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	23,009	23,778	24,544	25,305	26,070	26,518	27,274	28,037	28,067	28,777
2	25,869	26,485	27,342	28,067	28,386	29,221	30,057	30,892	31,728	32,563
3	33,871	34,812	35,753	36,694	37,635	38,575	39,516	40,457	41,398	42,339
4	38,025	39,081	40,137	41,193	42,249	43,306	44,362	45,418	46,474	47,530
5	43,723	44,905	46,087	47,268	48,450	49,632	50,813	51,995	53,177	54,358
6	46,104	47,421	48,738	50,056	51,373	52,690	54,007	55,324	56,641	57,958
7	49,771	51,235	52,699	54,162	55,626	57,090	58,554	60,018	61,482	62,946
8	51,876	53,496	55,117	56,738	58,358	59,979	61,600	63,221	64,841	66,462
9	55,507	57,297	59,087	60,877	62,667	64,457	66,247	68,037	69,827	71,617
10	61,127	63,099	65,071	67,043	69,015	70,986	72,958	74,930	76,902	78,874
11	64,992	67,158	69,324	71,491	73,657	75,823	77,990	80,156	82,323	84,489
12	77,899	80,496	83,093	85,689	88,286	90,883	93,479	96,076	98,672	101,269
13	92,632	95,721	98,809	101,897	104,986	108,074	111,162	114,251	117,339	120,427
14	109,463	113,112	116,761	120,410	124,059	127,708	131,357	135,006	138,655	142,304
15	128,759	133,052	137,344	141,637	145,929	150,222	154,514	158,807	160,300 *	160,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Exhibit 11-C Salary Table 2016-DFW (LEO)

Exhibit 11-C
SALARY TABLE 2016-DFW (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING A LOCALITY PAYMENT OF 21.04%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
Effective January 10, 2016**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	22,202	22,944	23,683	24,417	25,156	25,588	26,318	27,054	27,083	27,768
2	24,962	25,556	26,383	27,083	27,390	28,196	29,002	29,809	30,615	31,421
3	32,683	33,591	34,499	35,407	36,314	37,222	38,130	39,038	39,946	40,853
4	36,691	37,710	38,729	39,748	40,767	41,787	42,806	43,825	44,844	45,863
5	42,190	43,330	44,470	45,610	46,750	47,891	49,031	50,171	51,311	52,451
6	44,487	45,758	47,029	48,300	49,571	50,842	52,113	53,383	54,654	55,925
7	48,025	49,438	50,850	52,263	53,675	55,088	56,500	57,913	59,325	60,738
8	50,056	51,620	53,184	54,748	56,311	57,875	59,439	61,003	62,567	64,131
9	53,560	55,287	57,015	58,742	60,469	62,196	63,924	65,651	67,378	69,105
10	58,983	60,886	62,788	64,691	66,594	68,497	70,399	72,302	74,205	76,108
11	62,712	64,802	66,893	68,983	71,073	73,164	75,254	77,345	79,435	81,525
12	75,167	77,673	80,178	82,684	85,189	87,695	90,200	92,706	95,211	97,717
13	89,383	92,363	95,343	98,323	101,303	104,283	107,263	110,243	113,223	116,203
14	105,623	109,144	112,665	116,186	119,707	123,228	126,749	130,271	133,792	137,313
15	124,243	128,385	132,527	136,669	140,811	144,953	149,095	153,237	157,379	160,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Exhibit 11-D Salary Table 2016-PHL (LEO)

Exhibit 11-D
SALARY TABLE 2016-PHL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING A LOCALITY PAYMENT OF 22.22%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
Effective January 10, 2016**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	22,419	23,168	23,914	24,655	25,401	25,837	26,574	27,317	27,347	28,038
2	25,205	25,806	26,640	27,347	27,657	28,471	29,285	30,099	30,913	31,727
3	33,002	33,918	34,835	35,752	36,668	37,585	38,502	39,418	40,335	41,252
4	37,049	38,078	39,107	40,136	41,165	42,194	43,223	44,252	45,281	46,310
5	42,601	43,752	44,904	46,055	47,206	48,358	49,509	50,660	51,812	52,963
6	44,921	46,204	47,487	48,771	50,054	51,337	52,621	53,904	55,187	56,471
7	48,493	49,920	51,346	52,772	54,198	55,625	57,051	58,477	59,904	61,330
8	50,544	52,123	53,702	55,281	56,860	58,439	60,019	61,598	63,177	64,756
9	54,082	55,826	57,571	59,315	61,059	62,803	64,547	66,291	68,035	69,779
10	59,558	61,479	63,400	65,322	67,243	69,164	71,086	73,007	74,928	76,849
11	63,323	65,434	67,545	69,656	71,766	73,877	75,988	78,099	80,209	82,320
12	75,900	78,430	80,960	83,490	86,020	88,550	91,080	93,610	96,139	98,669
13	90,255	93,264	96,273	99,282	102,291	105,300	108,309	111,318	114,327	117,336
14	106,653	110,208	113,764	117,319	120,874	124,430	127,985	131,540	135,096	138,651
15	125,454	129,636	133,819	138,001	142,183	146,366	150,548	154,731	158,913	163,096 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Exhibit 11-E Salary Table 2016-DCB (LEO)

Exhibit 11-E
SALARY TABLE 2016-DCB (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING A LOCALITY PAYMENT OF 24.78%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-WV-PA
Effective January 10, 2016**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	22,888	23,653	24,414	25,172	25,933	26,378	27,131	27,890	27,920	28,626
2	25,733	26,346	27,198	27,920	28,236	29,068	29,899	30,730	31,561	32,392
3	33,693	34,629	35,565	36,501	37,436	38,372	39,308	40,244	41,180	42,116
4	37,825	38,875	39,926	40,977	42,027	43,078	44,128	45,179	46,230	47,280
5	43,493	44,669	45,844	47,020	48,195	49,370	50,546	51,721	52,897	54,072
6	45,862	47,172	48,482	49,792	51,102	52,413	53,723	55,033	56,343	57,653
7	49,509	50,965	52,421	53,878	55,334	56,790	58,246	59,702	61,158	62,615
8	51,603	53,215	54,827	56,439	58,051	59,664	61,276	62,888	64,500	66,112
9	55,215	56,996	58,776	60,557	62,338	64,118	65,899	67,679	69,460	71,241
10	60,805	62,767	64,728	66,690	68,651	70,613	72,575	74,536	76,498	78,459
11	64,650	66,805	68,960	71,115	73,270	75,425	77,579	79,734	81,889	84,044
12	77,490	80,073	82,656	85,238	87,821	90,404	92,987	95,570	98,153	100,736
13	92,145	95,217	98,289	101,361	104,433	107,505	110,578	113,650	116,722	119,794
14	108,887	112,517	116,146	119,776	123,406	127,036	130,666	134,296	137,926	141,555
15	128,082	132,352	136,622	140,892	145,162	149,432	153,702	157,971	160,300 *	160,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Exhibit 12 Student Cooperative Education Program and Student Temporary Employment Program Positions (Engineering and Scientific Disciplines) — Annual Pay Rates and Steps

Exhibit 12

NRC SPECIAL SALARY SCHEDULE 2016

**STUDENT COOPERATIVE EDUCATION PROGRAM AND
STUDENT TEMPORARY EMPLOYMENT PROGRAM POSITIONS
(ENGINEERING AND SCIENTIFIC DISCIPLINES)**

Locations: Nationwide

Effective January 10, 2016

Annual Pay Rates and Steps

Engineering and Scientific Disciplines	Semester Hours	Pay Rate	Annual Salary	Hourly Rates
Bachelor Programs				
Sophomore	30 through 59	GG-4/5	\$28,629 plus locality*	\$13.72 plus locality*
Junior	60 through 89	GG-5/6	\$41,450**	\$19.86**
Senior	90 or more	GG-5/10	\$45,218**	\$21.67**
Master Programs				
	GPA below 2.95	GG-5/10	\$55,453***	\$26.57***
	GPA 2.95 and above	GG-7/10	\$63,200***	\$30.28***

*Rate is from the General Grade Salary Table (Exhibit 1). Refer to Exhibits A through F for applicable locality rates to be added to base rate.

**Rates are from the Special Salary Schedule for Engineering and Scientific Positions, OPM Special Salary Rate Table for Engineers (selected series) Worldwide (Exhibit 12-A). Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Refer to Exhibits A through F for applicable locality rates.

***Rates are from the NRC Special Salary Schedule for Engineers and Scientific Positions (Exhibit 8). Locality rates are not applicable.

Exhibit 12 Student Cooperative Education Program and Student Temporary Employment Program Positions (Engineering and Scientific Disciplines) — Annual Pay Rates and Steps (continued)

Purpose

Establishes special salary schedules for individuals who are—

- Enrolled or who have been accepted for enrollment (during the upcoming semester, quarter, etc.) as degree-seeking (diploma, certificate) students and taking at least a half-time academic, vocational, or technical course load in accredited high schools, technical or vocational schools, 2-year or 4-year colleges or universities, or graduate or professional schools; and
- Working at NRC headquarters or Regional Offices in Student Cooperative Education Program (Co-op) positions or Student Temporary Employment Program (STEP) positions.

Use Exhibit 10 to set salary for student appointments at or above the GG-9 (Master's degree or higher) level for entry-level professional positions (GG-800, GG-1300, and legal positions).

Academic credit hours specified in Exhibit 12 are semester hours. Credit from schools using the quarter system will be converted to semester hours by multiplying the number of quarter hours earned by two-thirds.

In order to be placed in or advanced to a higher grade or step, the student is responsible for documenting earned credit hours by providing either a transcript, report card, or other official school document. Grade determinations must be supported by position descriptions.

Student Cooperative Education Program Positions

The Co-op program provides students experience that is related to their educational program or career goals and allows for their noncompetitive conversion to term and NRC Regular (Excepted) Appointments after they complete course work and career-related work requirements.

Related work experience will be a factor in determining salaries in addition to academic qualifications. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience.

Student Temporary Employment Program Positions

The STEP provides students experience in temporary positions in the occupations and grades identified (any occupations not reflected in the described categories will be decided on a case-by-case basis). Duties do not have to be related to the student's educational program or career goals. The STEP also allows for noncompetitive conversion to term and NRC Regular (Excepted) Appointments.

Exhibit 12-A Student Cooperative Education Program and Student Temporary Employment Program Positions (Engineering and Scientific Disciplines) — Annual Rates by Grade and Step

<p>Exhibit 12-A</p> <p>NRC SPECIAL SALARY SCHEDULE 2016</p> <p>STUDENT COOPERATIVE EDUCATION PROGRAM AND STUDENT TEMPORARY EMPLOYMENT PROGRAM POSITIONS (ENGINEERING AND SCIENTIFIC DISCIPLINES)</p> <p>Location: Nationwide</p> <p>Effective January 10, 2016</p> <p>Annual Rates by Grade and Step</p>											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
5	36,740	37,682	38,624	39,566	40,508	41,450	42,392	43,334	44,276	45,218	942

Extracted from OPM Special Salary Rate Table 0422 for Engineers (selected series) Worldwide.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Refer to Exhibits A through F for applicable locality rates.

Exhibit 12-B Student Cooperative Education Program and Student Temporary Employment Program Positions (Administrative and Management Disciplines) — Annual Pay Rates and Steps

Exhibit 12-B

NRC SPECIAL SALARY SCHEDULE 2016

**STUDENT COOPERATIVE EDUCATION PROGRAM AND
STUDENT TEMPORARY EMPLOYMENT PROGRAM POSITIONS
(ADMINISTRATIVE AND MANAGEMENT DISCIPLINES)**

Location: Nationwide

Effective January 10, 2016

Annual Pay Rates and Steps

Administrative/ Management Disciplines	Semester Hours	Pay Rate	Annual Salary	Hourly Rates
Bachelor Programs	30 through 89	GG-4/1	\$25,261 plus locality*	\$12.10 plus locality*
	90 or more	GG-5/1	\$28,262 plus locality*	\$13.54 plus locality*
Master Programs	GPA below 2.95	GG-5/1	\$28,262 plus locality*	\$13.54 plus locality*
	GPA 2.95 and above	GG-7/1	\$35,009 plus locality*	\$16.77 plus locality*

*Rates are from the General Grade Salary Table (Exhibit 1). Refer to Exhibits A through F for applicable locality rates to be added to base rates.

Note: For positions in Information Technology series (1550 and 2210), refer to Exhibits 13-A through 13-C for applicable rates.

Exhibit 12-C Student Cooperative Education Program and Student Temporary Employment Program Positions (Law Clerk) — Annual Pay Rates and Steps

Exhibit 12-C
NRC SPECIAL SALARY SCHEDULE 2016
STUDENT COOPERATIVE EDUCATION PROGRAM AND
STUDENT TEMPORARY EMPLOYMENT PROGRAM POSITIONS
(LAW CLERK)

Location: Nationwide
Effective January 10, 2016
Annual Pay Rates and Steps

	Semester Hours	Pay Rate	Annual Salary	Hourly Pay Rates
Law Clerk	30 through 49	GG-7/10	\$45,512 plus locality*	\$21.81 plus locality*
	50 through 60	GG-9/8	\$52,812 plus locality*	\$25.31 plus locality*

*Rates are from the General Grade Salary Table (Exhibit 1). Refer to Exhibits A through F for applicable locality rates to be added to base rates.

Exhibit 12-D Student Cooperative Education Program and Student Temporary Employment Program Positions (Clerical) — Annual Pay Rates and Steps

Exhibit 12-D

NRC SPECIAL SALARY SCHEDULE 2016

**STUDENT COOPERATIVE EDUCATION PROGRAM AND
STUDENT TEMPORARY EMPLOYMENT PROGRAM POSITIONS
(CLERICAL)**

Location: Nationwide

Effective January 10, 2016

Annual Pay Rates and Steps

Work Experience		Semester Hours	Pay Rate	Annual Salary	Hourly Rates
None		High School Student	GG-1/1	\$18,343 plus locality*	\$8.79 plus locality*
		High School Graduate	GG-2/1	\$20,623 plus locality*	\$9.88 plus locality*
6 months of Work Experience	OR	1 year of college credits (1 to 29)	GG-3/1	\$22,502 plus locality*	\$10.78 plus locality*
1 Year of Work Experience	OR	2 years of college credits (30 to 60)	GG-4/1	\$25,261 plus locality*	\$12.10 plus locality*

*Rates are from the General Grade Salary Table (Exhibit 1). Refer to Exhibits A through F for applicable locality rates to be added to base rates.

Exhibit 13-A Information Technology for Headquarters, Region I, and Region IV

<p>Exhibit 13-A</p> <p>SPECIAL SALARY SCHEDULE 2016</p> <p>Information Technology</p> <p>Location: Headquarters, Region I & Region IV</p> <p>Effective January 10, 2016</p> <p>Annual Rates by Grade and Step</p>												
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval	
05	39,567	40,886	42,204	43,523	44,842	46,161	47,480	48,798	50,117	51,436	40%	
07	47,262	48,838	50,413	51,989	53,564	55,139	56,715	58,290	59,866	61,441	35%	
09	55,670	57,525	59,380	61,235	63,090	64,945	66,801	68,656	70,511	72,366	30%	
11	62,173	64,246	66,318	68,390	70,463	72,535	74,608	76,680	78,752	80,825	20%	

Occupation(s):	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

Note: Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Refer to Exhibit C, D, or E for applicable locality rates.

For positions at other grades, refer to Exhibit C, D, or E for applicable locality rates.

Exhibit 13-B Information Technology at Region II

<p>Exhibit 13-B</p> <p>SPECIAL SALARY SCHEDULE 2016</p> <p>Information Technology</p> <p>Effective January 10, 2016</p> <p>Location: Region II</p> <p>Annual Rates by Grade and Step</p>												
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval	
05	39,002	40,302	41,601	42,901	44,201	45,501	46,801	48,101	49,401	50,701	38%	
07	46,562	48,114	49,666	51,218	52,770	54,323	55,875	57,427	58,979	60,531	33%	
09	55,670	57,525	59,380	61,235	63,090	64,945	66,801	68,656	70,511	72,366	30%	
11	61,137	63,175	65,213	67,251	69,288	71,326	73,364	75,402	77,440	79,478	18%	

Occupation(s):	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

Note: Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Refer to Exhibit A applicable locality rates.

For positions at other grades, refer to Exhibit A for applicable locality rates.

Exhibit 13-C Information Technology at Region III

Exhibit 13-C

SPECIAL SALARY SCHEDULE 2016

Information Technology

Effective January 10, 2016

Location: Region III

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
05	40,415	41,762	43,109	44,456	45,803	47,150	48,497	49,844	51,191	52,538	43%
07	48,312	49,923	51,533	53,144	54,754	56,365	57,975	59,586	61,196	62,807	38%
09	56,955	58,853	60,750	62,648	64,546	66,444	68,342	70,240	72,138	74,036	33%
11	63,728	65,852	67,976	70,100	72,224	74,349	76,473	78,597	80,721	82,845	23%

Occupation(s):	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

Note: Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Refer to Exhibit B for applicable locality rates.

For positions at other grades, refer to Exhibit B for applicable locality rates.

Exhibit A Salary Table 2016-ATL

Exhibit A
SALARY TABLE 2016-ATL

INCORPORATING A LOCALITY PAYMENT OF 19.58%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL
Effective January 10, 2016

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	21,935	22,668	23,397	24,123	24,852	25,279	26,000	26,727	26,756	27,433
2	24,661	25,248	26,065	26,756	27,060	27,856	28,653	29,449	30,245	31,042
3	26,908	27,805	28,702	29,598	30,495	31,392	32,289	33,186	34,083	34,980
4	30,207	31,214	32,221	33,228	34,235	35,241	36,248	37,255	38,262	39,269
5	33,796	34,922	36,049	37,175	38,301	39,428	40,554	41,681	42,807	43,934
6	37,672	38,928	40,184	41,439	42,695	43,950	45,206	46,462	47,717	48,973
7	41,864	43,259	44,655	46,050	47,446	48,841	50,237	51,632	53,028	54,423
8	46,362	47,907	49,452	50,997	52,542	54,087	55,632	57,177	58,722	60,267
9	51,208	52,914	54,621	56,327	58,033	59,740	61,446	63,153	64,859	66,565
10	56,392	58,271	60,151	62,031	63,911	65,791	67,670	69,550	71,430	73,310
11	61,956	64,021	66,086	68,151	70,216	72,281	74,346	76,412	78,477	80,542
12	74,260	76,736	79,211	81,686	84,162	86,637	89,112	91,588	94,063	96,538
13	88,305	91,249	94,193	97,137	100,081	103,025	105,969	108,913	111,858	114,802
14	104,349	107,828	111,306	114,785	118,263	121,742	125,221	128,699	132,178	135,656
15	122,744	126,836	130,928	135,020	139,112	143,204	147,296	151,388	155,480	159,572

NOTE: Locality rates of pay are considered rates of basic pay—see 5 C. F. R. 531.203.

Exhibit B Salary Table 2016-CHI

**Exhibit B
GENERAL GRADE SALARY TABLE 2016-CHI**

**INCORPORATING A LOCALITY PAYMENT OF 25.44%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
Effective January 10, 2016**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	23,009	23,778	24,544	25,305	26,070	26,518	27,274	28,037	28,067	28,777
2	25,869	26,485	27,342	28,067	28,386	29,221	30,057	30,892	31,728	32,563
3	28,227	29,167	30,108	31,049	31,990	32,931	33,871	34,812	35,753	36,694
4	31,687	32,744	33,800	34,856	35,912	36,968	38,025	39,081	40,137	41,193
5	35,452	36,633	37,815	38,997	40,178	41,360	42,542	43,723	44,905	46,087
6	39,519	40,836	42,153	43,470	44,787	46,104	47,421	48,738	50,056	51,373
7	43,915	45,379	46,843	48,307	49,771	51,235	52,699	54,162	55,626	57,090
8	48,634	50,255	51,876	53,496	55,117	56,738	58,358	59,979	61,600	63,221
9	53,717	55,507	57,297	59,087	60,877	62,667	64,457	66,247	68,037	69,827
10	59,155	61,127	63,099	65,071	67,043	69,015	70,986	72,958	74,930	76,902
11	64,992	67,158	69,324	71,491	73,657	75,823	77,990	80,156	82,323	84,489
12	77,899	80,496	83,093	85,689	88,286	90,883	93,479	96,076	98,672	101,269
13	92,632	95,721	98,809	101,897	104,986	108,074	111,162	114,251	117,339	120,427
14	109,463	113,112	116,761	120,410	124,059	127,708	131,357	135,006	138,655	142,304
15	128,759	133,052	137,344	141,637	145,929	150,222	154,514	158,807	160,300 *	160,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).
NOTE: Locality rates of pay are considered rates of basic pay—see 5 C.F.R. 531.203.

Exhibit C Salary Table 2016-DFW

Exhibit C
GENERAL GRADE SALARY TABLE 2016-DFW
INCORPORATING A LOCALITY PAYMENT OF 21.04%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK
Effective January 10, 2016

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	22,202	22,944	23,683	24,417	25,156	25,888	26,318	27,054	27,083	27,768
2	24,962	25,556	26,383	27,083	27,390	28,196	29,002	29,809	30,615	31,421
3	27,236	28,144	29,052	29,960	30,868	31,775	32,683	33,591	34,499	35,407
4	30,576	31,595	32,614	33,633	34,653	35,672	36,691	37,710	38,729	39,748
5	34,208	35,349	36,489	37,629	38,769	39,909	41,050	42,190	43,330	44,470
6	38,132	39,403	40,674	41,945	43,216	44,487	45,758	47,029	48,300	49,571
7	42,375	43,787	45,200	46,613	48,025	49,438	50,850	52,263	53,675	55,088
8	46,928	48,492	50,056	51,620	53,184	54,748	56,311	57,875	59,439	61,003
9	51,833	53,560	55,287	57,015	58,742	60,469	62,196	63,924	65,651	67,378
10	57,080	58,983	60,886	62,788	64,691	66,594	68,497	70,399	72,302	74,205
11	62,712	64,802	66,893	68,983	71,073	73,164	75,254	77,345	79,435	81,525
12	75,167	77,673	80,178	82,684	85,189	87,695	90,200	92,706	95,211	97,717
13	89,383	92,363	95,343	98,323	101,303	104,283	107,263	110,243	113,223	116,203
14	105,623	109,144	112,665	116,186	119,707	123,228	126,749	130,271	133,792	137,313
15	124,243	128,385	132,527	136,669	140,811	144,953	149,095	153,237	157,379	160,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).
NOTE: Locality rates of pay are considered rates of basic pay—see 5 C.F.R. 531.203.

Exhibit D Salary Table 2016-PHL

Exhibit D
GENERAL GRADE SALARY TABLE 2016-PHL

INCORPORATING A LOCALITY PAYMENT OF 22.22%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
Effective January 10, 2016

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	22,419	23,168	23,914	24,655	25,401	25,837	26,574	27,317	27,347	28,038
2	25,205	25,806	26,640	27,347	27,657	28,471	29,285	30,099	30,913	31,727
3	27,502	28,419	29,335	30,252	31,169	32,085	33,002	33,918	34,835	35,752
4	30,874	31,903	32,932	33,961	34,990	36,019	37,049	38,078	39,107	40,136
5	34,542	35,693	36,844	37,996	39,147	40,298	41,450	42,601	43,752	44,904
6	38,504	39,787	41,071	42,354	43,637	44,921	46,204	47,487	48,771	50,054
7	42,788	44,214	45,641	47,067	48,493	49,920	51,346	52,772	54,198	55,625
8	47,386	48,965	50,544	52,123	53,702	55,281	56,860	58,439	60,019	61,598
9	52,338	54,082	55,826	57,571	59,315	61,059	62,803	64,547	66,291	68,035
10	57,637	59,558	61,479	63,400	65,322	67,243	69,164	71,086	73,007	74,928
11	63,323	65,434	67,545	69,656	71,766	73,877	75,988	78,099	80,209	82,320
12	75,900	78,430	80,960	83,490	86,020	88,550	91,080	93,610	96,139	98,669
13	90,255	93,264	96,273	99,282	102,291	105,300	108,309	111,318	114,327	117,336
14	106,653	110,208	113,764	117,319	120,874	124,430	127,985	131,540	135,096	138,651
15	125,454	129,636	133,819	138,001	142,183	146,366	150,548	154,731	158,913	163,096 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).
NOTE: Locality rates of pay are considered rates of basic pay—see 5 C.F.R. 531.203.

Exhibit E Salary Table 2016-DCB

Exhibit E
GENERAL GRADE SALARY TABLE 2016-DCB
INCORPORATING A LOCALITY PAYMENT OF 24.78%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
Effective January 10, 2016

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	22,888	23,653	24,414	25,172	25,933	26,378	27,131	27,890	27,920	28,626
2	25,733	26,346	27,198	27,920	28,236	29,068	29,899	30,730	31,561	32,392
3	28,078	29,014	29,950	30,886	31,821	32,757	33,693	34,629	35,565	36,501
4	31,521	32,571	33,622	34,673	35,723	36,774	37,825	38,875	39,926	40,977
5	35,265	36,441	37,616	38,792	39,967	41,142	42,318	43,493	44,669	45,844
6	39,311	40,621	41,931	43,241	44,551	45,862	47,172	48,482	49,792	51,102
7	43,684	45,140	46,597	48,053	49,509	50,965	52,421	53,878	55,334	56,790
8	48,378	49,991	51,603	53,215	54,827	56,439	58,051	59,664	61,276	62,888
9	53,435	55,215	56,996	58,776	60,557	62,338	64,118	65,899	67,679	69,460
10	58,844	60,805	62,767	64,728	66,690	68,651	70,613	72,575	74,536	76,498
11	64,650	66,805	68,960	71,115	73,270	75,425	77,579	79,734	81,889	84,044
12	77,490	80,073	82,656	85,238	87,821	90,404	92,987	95,570	98,153	100,736
13	92,145	95,217	98,289	101,361	104,433	107,505	110,578	113,650	116,722	119,794
14	108,887	112,517	116,146	119,776	123,406	127,036	130,666	134,296	137,926	141,555
15	128,082	132,352	136,622	140,892	145,162	149,432	153,702	157,971	160,300 *	160,300 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).
NOTE: Locality rates of pay are considered rates of basic pay—see 5 C.F.R. 531.203.

Exhibit F Salary Table 2016-Locality Pay Area Rates

**Exhibit F
2016 LOCALITY PAY AREA RATES
Effective January 10, 2016**

Locality Pay Area	Rate
Alaska	25.16%
Albany-Schenectady, NY	14.49%
Albuquerque-Santa Fe-Las Vegas, NM	14.37%
Atlanta—Athens-Clarke County—Sandy Springs, GA-AL	19.58%
Austin-Round Rock, TX	14.51%
Boston-Worcester-Providence, MA-RI-NH-CT-ME	25.19%
Buffalo-Cheektowaga, NY	17.31%
Charlotte-Concord, NC-SC	14.44%
Chicago-Naperville, IL-IN-WI	25.44%
Cincinnati-Wilmington-Maysville, OH-KY-IN	18.76%
Cleveland-Akron-Canton, OH	18.87%
Colorado Springs, CO	14.52%
Columbus-Marion-Zanesville, OH	17.41%
Dallas-Fort Worth, TX-OK	21.04%
Davenport-Moline, IA-IL	14.43%
Dayton-Springfield-Sidney, OH	16.50%
Denver-Aurora, CO	22.93%
Detroit-Warren-Ann Arbor, MI	24.40%
Harrisburg-Lebanon, PA	14.47%
Hartford-West Hartford, CT-MA	26.20%
Hawaii	16.81%
Houston-The Woodlands, TX	29.11%
Huntsville-Decatur-Albertville, AL	16.37%
Indianapolis-Carmel-Muncie, IN	14.92%
Kansas City-Overland Park-Kansas City, MO-KS	14.49%
Laredo, TX	14.59%
Las Vegas-Henderson, NV-AZ	14.55%
Los Angeles-Long Beach-San Luis Obispo, CA	27.65%
Miami-Fort Lauderdale-Port St. Lucie, FL	21.05%
Milwaukee-Racine-Waukesha, WI	18.39%
Minneapolis-St. Paul, MN-WI	21.30%
New York-Newark, NY-NJ-CT-PA	29.20%
Palm Bay-Melbourne-Titusville, FL	14.42%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	22.22%
Phoenix-Mesa-Scottsdale, AZ	17.12%
Pittsburgh-New Castle-Weirton, PA-OH-WV	16.68%
Portland-Vancouver-Salem, OR-WA	20.69%
Raleigh-Durham-Chapel Hill, NC	17.94%
Richmond, VA	16.76%
Sacramento-Roseville, CA-NV	22.61%
San Diego-Carlsbad, CA	24.73%
San Jose-San Francisco-Oakland, CA	35.75%
Seattle-Tacoma, WA	22.26%
St. Louis-St. Charles-Farmington, MO-IL	14.49%
Tucson-Nogales, AZ	14.51%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	24.78%
Rest of U.S.	14.35%

NOTE: Locality rates of pay are considered rates of basic pay—see 5 C.F.R. 531.203.