

TECHNICIAN CAREER PATH

It is neither intended nor expected that all positions in the grade bands will be assigned the maximum grades indicated on this chart. Full performance grade levels of specific positions may vary within organizational structures according to organizational design and position management decisions.

BAND 1				BAND 2					BAND 3				
LEVELS/ENTRY				FULL PERFORMANCE					EXPERT				
FACTOR	GS-1	GS-2	GS-3	GS-4	GS-5	GS-6	GS-7	GS-8	GS-9	GS-10	GS-11	GS-12	GS-13
<i>(No factor pattern provided for GS-1/2)</i>									<i>(Positions in this band are unique and very rare)</i>				
A. Essential Knowledge	(degree)	A-1	A-1	A-2	A-2	A-3	A-3	A-4	A-5	A-5	A-6	A-7	
	(points)	5	5	15	15	20	20	30	40	40	60	80	
B. Guidelines	(degree)	B-1	B-1	B-2	B-2	B-2	B-3	B-3	B-3	B-3	B-3	B-4	
	(points)	10	10	25	25	25	50	50	50	50	50	70	
C. Scope of Authority & Effect of Decision	(degree)	C-1	C-1	C-1	C-2	C-2	C-2	C-3	C-3	C-3	C-3	C-3	
	(points)	15	15	15	30	30	30	50	50	50	50	50	
D. Work Relationships	(degree)	D-1	D-2	D-2	D-2	D-3	D-3	D-3	D-3	D-3	D-4	D-4	
	(points)	5	15	15	15	35	35	35	35	35	55	55	55
E. Supervision Received	(degree)	E-1	E-2	E-2	E-3	E-3	E-3	E-3	E-3	E-3	E-3	E-3	E-4
	(points)	5	20	20	35	35	35	35	35	35	35	35	55
Total Points		40	65	90	120	145	170	200	210	230	250	310	
Point Range		30-44	45-79	80-104	105-129	130-159	160-179	180-204	205-224	225-244	245-294	295-339	
Converts To		GS-3	GS-4	GS-5	GS-6	GS-7	GS-8	GS-9	GS-10	GS-11	GS-12	GS-13	

PROFESSIONAL - ADMINISTRATION CAREER PATH

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BAND 1			BAND 2					BAND 3				BAND 4		
Levels/Pre-professional			Entry/Development					Full Performance				Expert		
Factor	GS-1	GS-2	GS-3	GS-5	GS-6	GS-7	GS-8	GS-9	GS-10	GS-11	GS-12	GS-13	GS-14	GS-15
<i>(No factor pattern provided for Band 1)</i>			<i>(No factor pattern provided for unusual even grades GS-6/8/10)</i>											
A. Essential Knowledge	(degree)	A-5	N/A	A-5	N/A	A-6	N/A	A-6	A-7	A-7	A-7	A-8	A-8	
	(points)	40	N/A	40	N/A	60	N/A	60	80	80	80	95	95	
B. Guidelines	(degree)	B-2	N/A	B-2	N/A	B-3	N/A	B-3	B-4	B-4	B-4	B-4	B-5	
	(points)	25	N/A	25	N/A	50	N/A	50	70	70	70	70	95	
C. Scope of Authority & Effect of Decision	(degree)	C-1	N/A	C-2	N/A	C-2	N/A	C-3	C-3	C-3	C-4	C-4	C-4	
	(points)	15	N/A	30	N/A	30	N/A	50	50	70	70	70	70	
D. Work Relationships	(degree)	D-2	N/A	D-2	N/A	D-3	N/A	D-3	D-3	D-3	D-4	D-4	D-5	
	(points)	15	N/A	15	N/A	35	N/A	35	35	35	55	55	75	
E. Supervision Received	(degree)	E-1	N/A	E-2	N/A	E-2	N/A	E-3	E-3	E-3	E-4	E-5	E-5	
	(points)	5	N/A	20	N/A	20	N/A	35	35	35	55	75	75	
Total Points		100	N/A	130	N/A	195	N/A	230	270	330	365	410		
Point Range		80-104	105-129	130-159	160-179	180-204	205-224	225-244	245-294	295-339	340-379	380-424		
Converts To		GS-5	GS-6	GS-7	GS-8	GS-9	GS-10	GS-11	GS-12	GS-13	GS-14	GS-15		

CLERICAL CAREER PATH

It is neither intended nor expected that all positions in the grade bands will be assigned the maximum grades indicated on this chart. Full performance grade levels of specific positions may vary within organizational structures according to organizational design and position management decisions. In rare cases, clerical positions will exceed the GS-9 level. They should be carefully verified, and checked to determine if not more appropriately placed in the Technician Career Path.

Levels		BAND 1				BAND 2				
		Entry				Full Performance				
Factor		GS-1	GS-2	GS-3	GS-4	GS-5	GS-6	GS-7	GS-8	GS-9
		<i>(No factor pattern provided for GS-1/2)</i>								
A. Essential Knowledge	(degree)	N/A	N/A	A-1	A-1	A-2	A-2	A-3	A-3	A-4
	(points)	N/A	N/A	5	5	15	15	20	20	30
B. Guidelines	(degree)	N/A	N/A	B-1	B-1	B-2	B-2	B-2	B-3	B-3
	(points)	N/A	N/A	10	10	25	25	25	50	50
C. Scope of Authority & Effect of Decision	(degree)	N/A	N/A	C-1	C-1	C-1	C-2	C-2	C-2	C-3
	(points)	N/A	N/A	15	15	15	30	30	30	50
D. Work Relationships	(degree)	N/A	N/A	D-1	D-2	D-2	D-2	D-3	D-3	D-3
	(points)	N/A	N/A	5	15	15	15	35	35	35
E. Supervision Received	(degree)	N/A	N/A	E-1	E-2	E-2	E-3	E-3	E-3	E-3
	(points)	N/A	N/A	5	20	20	35	35	35	35
Total Points		N/A	N/A	40	65	90	120	145	170	200
Point Range		0-19	20-29	30-44	45-79	80-104	105-129	130-159	160-179	180-204
Converts To		GS-1	GS-2	GS-3	GS-4	GS-5	GS-6	GS-7	GS-8	GS-9