RA1 – A -- SAMPLE

Reappointment Using GS Rate as Highest Previous Rate (HPR)

Previous Position Held: Staff Assistant, GS-301-9, Step 2

Highest Previous Rate: $32,437 (including locality supplement)

Location of Previous Held Position: Portland, Oregon

Year of Last Position Held: 1997

**Employee Name:** Kathy Jones

**Position being Reappointed to:** Administrative Officer

**Pay Plan/Series/Grade:** GS-341-7

# Step A

Use the **underlying GS rate** as the HPR and apply the maximum payable rate rule.

Previous Pay Plan/Series/Grade/Step: GS-301-9, Step 2

Rate: $32,437

Highest Previous Rate: $30,563 **(grade and step of previous position without locality supplement)**

# Step B

Compare the employee’s HPR without locality payment ($30,563) with the GS rates for the year the employee held the grade. (In this scenario, the 1997 GS Pay Scale is used)

## 1997 GS-9 Pay Scale

| Grade | 9 |
| --- | --- |
| Step 1 | 29,577 |
| Step 2 | 30,563 |
| Step 3 | 31,549 |
| Step 4 | 32,535 |
| Step 5 | 33,521 |
| Step 6 | 34.507 |
| Step 7 | 35,493 |
| Step 8 | 36,479 |
| Step 9 | 37,465 |
| Step 10 | 38451 |

# Step C

Identify the lowest step in the grade being reappointed to that is equal to or greater than the employee’s HPR. The lowest rate for grade GS-7 on the 1997 GS pay scale that equal or exceeds $30,563 is GS-7, Step 9 at a salary of $30,626.

## 1997 GS Pay Scale (without locality)

| Grade | 7 |
| --- | --- |
| Step 1 | 24,178 |
| Step 2 | 24984 |
| Step 3 | 25,790 |
| Step 4 | 26,596 |
| Step 5 | 27,402 |
| Step 6 | 28,208 |
| Step 7 | 29,014 |
| Step 8 | 29,820 |
| Step 9 | 30626 |
| Step 10 | 31,432 |

Pay Plan/Series/Grade/Step: GS-301-7/9

Rate: $30,626

# Step D

Move the grade and step from Step C above to the **current grade and step** of the position of reappointment. The GS-7, Step 9, rate on the 2005 GS is $38,719.

## 2005 GS Pay Scale (without locality)

|  |  |
| --- | --- |
| Grade | 7 |
| Step 1 | 30,567 |
| Step 2 | 31,586 |
| Step 3 | 32,605 |
| Step 4 | 33,624 |
| Step 5 | 34,643 |
| Step 6 | 35,662 |
| Step 7 | 36,681 |
| Step 8 | 37,700 |
| Step 9 | 38,719 |
| Step 10 | 39,738 |

Pay Plan/Series/Grade/Step: GS-301-7/9

Rate: $38,719

This is the maximum payable GS rate the agency may pay the employee.

# Step E

The agency may set the employee’s GS rate at any rate in the GS-7 rate range up to the Step 9 (in this scenario). After setting the GS rate, the agency determines the employee’s payable locality rate corresponding to that GS Rate.

## Salary Table 2005- DCB

|  |  |
| --- | --- |
| Grade | 7 |
| Step 1 | 35,452 |
| Step 2 | 36,633 |
| Step 3 | 37,815 |
| Step 4 | 38,997 |
| Step 5 | 40,179 |
| Step 6 | 41,361 |
| Step 7 | 42,543 |
| Step 8 | 43,724 |
| Step 9 | 44,906 |
| Step 10 | 46,088 |

Pay Plan/Series/Grade/Step: GS-301-7/9

Rate: $44,906

**Employee’s Position Title:** Administrative Officer

**Pay Plan, Series, Grade and Step:** GS-341-7/9

**Rate of Basic Pay:** $44,906