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THE GUIDE TO PERSONNEL DATA STANDARDS

PAY PLAN

Definition: A particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees.

Responsible Organization: Office of Personnel Management, Division for Strategic Human Resources Policy.

Applicability: Mandatory (Central Personnel Data File, Personnel Actions).

Cross-Reference: Code set is used by [PRIOR PAY PLAN](#) and [RETAINED PAY PLAN](#).

Format: AA

Note:

In most cases, a pay plan (system) is a two dimensional matrix of pay rates: one dimension providing a series of different pay rates or ranges corresponding to differences in grade (or level, class, rank, or pay band of work) and the other dimension providing a series of pay rates or a range of rates within a grade. These rates may be a function of length of service in the grade or of performance ratings. Note that the term "pay plan" is intended to include other terms such as pay system, pay schedule, pay scale, pay rates, basic pay schedule, statutory pay system, wage schedule, wage system, wage schedules and rates, regular wage schedule, special wage schedule and rates, and so forth.

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<u>Cx</u>
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<u>Hx</u>
<u>Ix</u>
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<u>Kx</u>
<u>Lx-Mx</u>
<u>Nx-Ox</u>
<u>Px</u>
<u>Qx-Rx</u>
<u>Sx</u>
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<u>Vx</u>
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<u>Code</u>	<u>Name/Explanation</u>
	Ax
AA	Administrative Appeals Judges
AC	General Accounting Office administrative positions. Code is for use by the General Accounting Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
AD	Administratively determined rates not elsewhere specified.
AE	Employees in unclassified non-Federal (Trust) positions at the Smithsonian Institution.
AF	American Family Members (Public Law 96-465, Section 311). Code is for use by the Agency for International Development, Broadcasting Board of Governors, Foreign Agricultural Service (Department of Agriculture), International Trade Administration (Department of Commerce), and Peace Corps only.
AG	Summer Program. Code is for use by the Federal Deposit Insurance Corporation only.
AI	Employees in the Supervisory Inspection Career Path, Public Health Human Resources System Demonstration Project. Code is for use by the U.S. Department of Agriculture, Food Safety and Inspection Service only.
AJ	Administrative Judges. Code is for use by the Nuclear Regulatory Commission only.
AL	Administrative Law Judges.
AO	Employees in the Management Support Career Path, Public Health Human Resources System Demonstration Project. Code is for use by the U.S. Department of Agriculture, Food Safety and Inspection Service only.
AP	Employees in the Administrative, Professional, and Scientific Career Path, Public Health Human Resources System Demonstration Project. Code is for use by the U.S. Department of Agriculture, Food Safety and Inspection Service only.

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<u>Code</u>	<u>Name/Explanation</u>
AS	Employees in the Scientific and Technical Support Career Path, Public Health Human Resources System Demonstration Project. Code is for use by the U.S. Department of Agriculture, Food Safety and Inspection Service only.
AT	Federal Aviation Administration Air Traffic Controller Compensation Plan. Code is for use by the Federal Aviation Administration (Department of Transportation) only.
	Bx
BB	Nonsupervisory--negotiated pay employees.
BL	Leader--negotiated pay employees.
BP	Printing and Lithographic--negotiated pay employees.
BS	Supervisory--negotiated pay employees.

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<u>Code</u>	<u>Name/Explanation</u>
	Cx
CA	Board of Contract Appeals.
CB	FDIC Wage Grade Non-Supervisory Pay Schedules Only. Code is for use by the Federal Deposit Insurance Corporation only.
CC	Commissioned Corps of the Public Health Service. Code is for use by the Environmental Protection Agency, Department of Commerce, and Department of Health and Human Services only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
CE	Contract Education--year long. Code is for use by Indian Affairs (Department of Interior) only.
CF	FDIC Wage Grade Supervisory Pay Schedules Only. Code is for use by the Federal Deposit Insurance Corporation only.
CG	Corporate Graded. Code is for use by the Federal Deposit Insurance Corporation only.
CH	FDIC Wage Grade Supervisory Special Schedule Printing Employees Only. Code is for use by the Federal Deposit Insurance Corporation only.
CI	FDIC Wage Grade Leader Special Schedule Printing Employees Only. Code is for use by the Federal Deposit Insurance Corporation only.
CJ	FDIC Wage Grade Non-Supervisory Special Schedule Printing Employees Only. Code is for use by the Federal Deposit Insurance Corporation only.
CL	FDIC Wage Grade Leader Pay Schedules Only. Code is for use by the Federal Deposit Insurance Corporation only.
CM	FDIC supervisory and managerial positions below the executive level only. Code is for use by the Federal Deposit Insurance Corporation only.

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<u>Code</u>	<u>Name/Explanation</u>
CO	Non-Federal county employees of the Farm Service Agency (Department of Agriculture) who serve on committees as authorized by 16 U.S.C. 590h(b) and 7 CFR 7. Code is for use by the Farm Service Agency only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
CP	U.S. Capitol Police. Code is for use by the U.S. Capitol Police only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
CR	U.S. Capitol Police. Code is for use by the U.S. Capitol Police only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
CS	Communications Analysts. Code is for use by the Government Accountability Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
CT	Commodity Futures Trading Commission positions previously defined under pay plan codes AD, ES, GM, and GS. Code is for use by the Commodity Futures Trading Commission only.
CU	Credit Union Employees. Code is for use by the National Credit Union Administration only.
CX	Senior expert positions in the Federal Deposit Insurance Corporation. Code is for use by the Federal Deposit Insurance Corporation only.
CY	Contract Education--school year. Code is for use by Indian Affairs (Department of the Interior) only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Dx
DA	Demonstration Administrative. Code is for use by the Department of the Navy only.
DB	Demonstration Engineers and Scientists. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.
DE	Demonstration Engineers and Scientists Technicians. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.
DG	Demonstration General. Code is for use by the Department of the Navy only.
DJ	Demonstration Administrative. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.
DK	Demonstration General Support. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.
DN	Defense Nuclear Facilities Safety Board Excepted Service Employees. Code is for use by the Defense Nuclear Facilities Safety Board only.
DO	Business Management and Professional Career Path, Air Force Research Laboratory. Code is for use by the Department of the Air Force only.
DP	Demonstration Professional. Code is for use by the Department of the Navy only.
DQ	Demonstration Artisan Leader. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.
DR	Demonstration Air Force Scientist and Engineer. Code is for use by the Department of the Air Force only.
DS	Demonstration Specialist. Code is for use by the Department of the Navy only.

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<u>Code</u>	<u>Name/Explanation</u>
DT	Demonstration Technician. Code is for use by the Department of the Navy only.
DU	Mission Support Career Path, Air Force Research Laboratory. Code is for use by the Department of the Air Force only.
DV	Demonstration Artisan. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.
DX	Technician Career Path, Air Force Research Laboratory. Code is for use by the Department of the Air Force only.
DZ	Demonstration Artisan Supervisor. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Ex
EA	Administrative Schedule (Excluded). Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
EB	Clerical Schedule (Excluded). Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
EC	Engineering and Computing Schedule (Excluded). Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
ED	Expert (5 U.S.C. 3109). Use when the individual is appointed under 5 U.S.C. 3109 as an expert. Do not use when the appointment as an expert is solely for services as an advisory committee member.
EE	Expert (Other). Use when the individual is appointed under authorities similar to 5 U.S.C. 3109 (i.e., exempt from civil service requirements for competitive examination, job classification, and General Schedule pay) as an expert. Do not use when the appointment as an expert is solely for service as an advisory committee member.
EF	Consultant (5 U.S.C. 3109). Use when the individual is appointed under 5 U.S.C. 3109 as consultant. Do not use when the appointment as a consultant is solely for service as an advisory committee member.
EG	Consultant (Other). Use when the individual is appointed under authorities similar to 5 U.S.C. 3109 (i.e., exempt from civil service requirements for competitive examination, job classification, and General Schedule pay) as a consultant. Do not use when the PAY appointment as a consultant is solely for service as an advisory committee member.
EH	Advisory Committee Member (5 U.S.C. 3109). Use when the individual is appointed under 5 U.S.C. 3109 to serve as a member of an advisory committee. (See Office of Management and Budget Circular No. A-63 for definition of "advisory committee.").

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<u>Code</u>	<u>Name/Explanation</u>
EI	Advisory Committee Member (Other). Use when the individual is appointed under authorities similar to 5 U.S.C. 3109 (i.e., exempt from civil service requirements for competitive examination, job classification, and General Schedule pay) to serve as a member of an advisory committee. (See Office of Management and Budget Circular No. A-63 for definition of "advisory committee.").
EJ	The Department of Energy Organization Act Excepted Service. Code is for use by the Department of Energy and the Department of Homeland Security only.
EK	The National Defense Authorization Act of 1995 Department of Energy Excepted Service. Code is for use by the Department of Energy only.
EM	FDIC executive-level positions only. Code is for use by the Federal Deposit Insurance Corporation only.
EO	FDIC Executive Pay. Code is for use by the Federal Deposit Insurance Corporation only.
EN	National Nuclear Security Administration Excepted Service Only. Code is for use by the National Nuclear Security Administration (Department of Energy) only.
EP	Defense Intelligence Senior Executive Service. Code is for use by the Defense Intelligence Agency only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
ES	Senior Executive Service (SES).
ET	General Accounting Office Senior Executive Service. Code is for use by the General Accounting Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
EV	Federal Aviation Administration Executive Compensation Plan. Code is for use by the Federal Aviation Administration (Department of Transportation) only.
EX	Executive pay (Subch. II, ch. 53, 5 U.S.C).
EZ	Professional Economist. Code is for use by the Securities and Exchange Commission only.

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<u>Code</u>	<u>Name/Explanation</u>
	Fx
FA	Foreign Service Chiefs of Mission (Public Law 96-465, Section 103(1)). Code is for use by the Agency for International Development only.
FB	Officers (similar to the Senior Executive Service). Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FC	Foreign compensation. For use only when employee is assigned to the Agency for International Development under a Participating Agency Service Agreement (PASA).
FD	Foreign defense. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.
FE	Senior Foreign Service (SFS) (Public Law 96-465, Section 103(3)). Code is for use by the Agency for International Development, Animal and Plant Health Inspection Service (Department of Agriculture and components at the Department of Homeland Security), Broadcasting Board of Governors, Foreign Agricultural Service (Department of Agriculture), International Trade Administration (Department of Commerce), and Peace Corps only.
FF	Nonsupervisory Production Facilitators (similar to the nonsupervisory production facilitating WD pay schedule under the Federal Wage System). Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FG	Similar to the General Schedule. Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FH	Members of the Foreign Service employed by the Department of State previously reported under pay plans AF, FA, FE, FO, FP, and FZ. The code is for use by the Department of State only. The code is valid for reporting to the Enterprise Human Resources Integration (EHRI) Status file. The code is not valid for reporting to the Central Personnel Data File (CPDF).
FJ	Officials on Noncareer Appointments (similar to the Senior Executive Service). Code is for use by the Federal Aviation Administration (Department of Transportation) only.

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<u>Code</u>	<u>Name/Explanation</u>
FL	Wage Leaders (similar to the leader pay schedule under the Federal Wage System). Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FM	Former Performance Management and Recognition Service Employees (similar to former PMRS employees in the GM pay plan). Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FN	Supervisory Production Facilitators (similar to the supervisory production facilitating WN pay schedule under the Federal Wage System). Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FO	Foreign Service Officers (Public Law 96-465, Section 103(4)). Code is for use by the Agency for International Development, Animal and Plant Health Inspection Service (Department of Agriculture and components at the Department of Homeland Security), Broadcasting Board of Governors, Foreign Agricultural Service (Department of Agriculture), International Trade Administration (Department of Commerce), and Peace Corps only.
FP	Foreign Service Personnel (Public Law 96-465, Section 103(5)). Code is for use by the Agency for International Development, Animal and Plant Health Inspection Service (Department of Agriculture and components at the Department of Homeland Security), Broadcasting Board of Governors, Foreign Agricultural Service (Department of Agriculture), International Trade Administration (Department of Commerce), and Peace Corps only.
FS	Wage Supervisors (similar to the supervisory pay schedule under the Federal Wage System). Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FT	Senior Technical and Senior Level (similar to the senior-level and scientific or professional positions paid under 5 U.S.C. 5376). Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FV	Federal Aviation Administration Core Compensation Plan. Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FW	Wage Grade (similar to the nonsupervisory pay schedule under the Federal Wage System). Code is for use by the Federal Aviation Administration (Department of Transportation) only.

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<u>Code</u>	<u>Name/Explanation</u>
FX	Executives (similar to the Senior Executive Service). Code is for use by the Federal Aviation Administration (Department of Transportation) only.
FZ	Consular Agent. Code is for use by the Department of State only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.

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<u>Code</u>	<u>Name/Explanation</u>
	Gx
GE	U.S. Government Printing Office employees formerly under pay plan SL (Senior Level Positions). Code is for use by the Government Printing Office only.
GG	Grades similar to General Schedule.
GH	GG employees converted to the former Performance Management and Recognition System (PMRS).
GI	U.S. Government Printing Office criminal investigators. Code is for use by the Government Printing Office only.
GL	GS employees in grades 3 through 10 paid a law enforcement officer special base rate under Section 403 of the Federal Law Enforcement Pay Reform Act of 1990. Note that pay plan GL may start being reported as of the January 2006 Central Personnel Data File (CPDF) submissions, and should be reported as of the October 2006 CPDF submissions. If the employee is a law enforcement officer appropriately being paid a special rate under special pay table identifier (SPTI) 0491, the employee should no longer be paid a GS special rate, but should receive the regular rate for pay plan GL. The pay rate determinant (PRD) should no longer be code 5, 6, E or F, but the corresponding non-special rate PRD, and the SPTI should be blank. If the employee is a law enforcement officer being paid under a different, higher special rate than that of SPTI 0491, the employee's PRD should still reflect special pay (5, 6, E, or F) and the SPTI should reflect the table under which the employee is appropriately paid.
GM	Employees covered by the Performance Management and Recognition System (PMRS) termination provisions.
GN	Nursing at the Warren G. Magnuson Clinical Center. Code is for use by the National Institutes of Health (Department of Health and Human Services) only.
GP	GS physicians and dentists paid market pay under 38 U.S.C. 7431(c).
GR	GM physicians and dentists paid market pay under 38 U.S.C. 7431(c).
GS	General Schedule (Ch. 51, 5 U.S.C.).

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<u>Code</u>	<u>Name/Explanation</u>
	Hx
HA	Code is for use by the Department of Homeland Security only.
HB	Code is for use by the Department of Homeland Security only.
HC	Code is for use by the Department of Homeland Security only.
HD	Code is for use by the Department of Homeland Security only.
HE	Department of Homeland Security employees formerly covered by pay plan ES (Senior Executive Service). Code is for use by the Department of Homeland Security only.
HF	Code is for use by the Department of Homeland Security only.
HG	Code is for use by the Department of Homeland Security only.
HH	Department of Homeland Security employees formerly covered by pay plans GG and GH (Grades Similar to the General Schedule). Code is for use by the Department of Homeland Security only.
HI	Code is for use by the Department of Homeland Security only.
HJ	Code is for use by the Department of Homeland Security only.
HK	Code is for use by the Department of Homeland Security only.
HL	Department of Homeland Security employees formerly covered by pay plan SL (Senior Level Positions). Code is for use by the Department of Homeland Security only.
HM	Code is for use by the Department of Homeland Security only.
HN	Code is for use by the Department of Homeland Security only.
HO	Code is for use by the Department of Homeland Security only.
HP	Code is for use by the Department of Homeland Security only.

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<u>Code</u>	<u>Name/Explanation</u>
HQ	Code is for use by the Department of Homeland Security only.
HR	Code is for use by the Department of Homeland Security only.
HS	Department of Homeland Security employees formerly covered by pay plans GM and GS (General Schedule). Code is for use by the Department of Homeland Security only.
HT	Department of Homeland Security employees formerly covered by pay plan ST (Scientific and Professional Positions). Code is for use by the Department of Homeland Security only.
HU	Haskell Indian Nations University demonstration project. Code is for use by the Department of the Interior only.
HV	Code is for use by the Department of Homeland Security only.
HW	Department of Homeland Security employees formerly covered by pay plan WG (Nonsupervisory Pay Schedules—Federal Wage System). Code is for use by the Department of Homeland Security only.
HX	Code is for use by the Department of Homeland Security only.
HY	Code is for use by the Department of Homeland Security only.
HZ	Code is for use by the Department of Homeland Security only.

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<u>Code</u>	<u>Name/Explanation</u>
	Ix
IA	Defense Civilian Intelligence Personnel System pay-banded compensation structure. Code is for use by the Department of Defense only.
IB	Reserved for Defense Civilian Intelligence Personnel System pay-banded compensation structure. Code is for use by the Department of Defense only.
ID	Indigent Defense. Code is for use by the Public Defender Service for the District of Columbia only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
IE	Senior Intelligence Executive Service (SIES) Program. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.
IF	Reserved for Defense Civilian Intelligence Personnel System pay-banded compensation structure. Code is for use by the Department of Defense only.
IG	Inspectors General in establishments (as defined in section 12 of the Inspector General Act of 1978) whose rate of basic pay is set at level III of the Executive Schedule plus 3 percent under section 3(e) of the Inspector General Act of 1978. (See amendments made by section 4(a) of the Inspector General Reform Act of 2008.)
II	Reserved for Defense Civilian Intelligence Personnel System pay-banded compensation structure. Code is for use by the Department of Defense only.
IJ	Immigration Judge Schedule. Code is for use by the Department of Justice only.
IK	Reserved for Defense Civilian Intelligence Personnel System pay-banded compensation structure. Code is for use by the Department of Defense only.
IL	Reserved for Defense Civilian Intelligence Personnel System pay-banded compensation structure. Code is for use by the Department of Defense only.
IP	Senior Intelligence Professional (SIP) Program. Code is for use by the Department of Defense, Department of the Air Force, Department of the Army, and Department of the Navy only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
IR	Internal Revenue Service Broadband Classification and Pay System Positions Only. Code is for use by the Internal Revenue Service (Department of the Treasury) only.
IS	Employees in classified non-Federal (Trust) positions at the Smithsonian Institution.

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<u>Code</u>	<u>Name/Explanation</u>
	Jx
JG	Graded Tradesmen and Craftsmen (excluding lithographers and printers). Code is for use by the Administrative Office of the United States Courts only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
JL	Leaders of Tradesmen and Craftsmen. Code is for use by the Administrative Office of the United States Courts only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
JP	Nonsupervisory Lithographers and Printers. Code is for use by the Administrative Office of the United States Courts only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
JQ	Lead Lithographers and Printers. Code is for use by the Administrative Office of the United States Courts only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
JR	Supervisory Lithographers and Printers. Code is for use by the Administrative Office of the United States Courts only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
JT	Supervisors of Tradesmen and Craftsmen. Code is for use by the Administrative Office of the United States Courts only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.

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<u>Code</u>	<u>Name/Explanation</u>
	Kx
KA	Kiess Act. Code is for use by the Government Printing Office only.
KB	Government Printing Office negotiated rates for bookbinders. Code is for use by the Government Printing Office only.
KE	Government Printing Office negotiated rates for electricians. Code is for use by the Government Printing Office only.
KG	Non-Craft--nonsupervisory. Code is for use by the Bureau of Engraving and Printing (Department of the Treasury) only.
KI	Government Printing Office negotiated rates for compositors. Code is for use by the Government Printing Office only.
KJ	Government Printing Office negotiated rates for machinists. Code is for use by the Government Printing Office only.
KL	Non-Craft--leader. Code is for use by the Bureau of Engraving and Printing (Department of the Treasury) only.
KM	Government Printing Office negotiated rates for presspersons. Code is for use by the Government Printing Office only.
KN	Government Printing Office negotiated rates for offset strippers. Code is for use by the Government Printing Office only.
KO	Government Printing Office negotiated rates for offset platemaker strippers. Code is for use by the Government Printing Office only.
KP	Government Printing Office negotiated rates for engineering journeypersons. Code is for use by the Government Printing Office only.
KS	Non-Craft--supervisory. Code is for use by the Bureau of Engraving and Printing (Department of the Treasury) only.
KT	Government Printing Office negotiated rates for printing plant workers, 80%. Code is for use by the Government Printing Office only.

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<u>Code</u>	<u>Name/Explanation</u>
KU	Government Printing Office negotiated rates for printing plant workers, 85%. Code is for use by the Government Printing Office only.
KV	Government Printing Office negotiated rates for printing plant workers, 90%. Code is for use by the Government Printing Office only.
KW	Government Printing Office negotiated rates for printing plant workers, 95%. Code is for use by the Government Printing Office only.
KX	Government Printing Office negotiated rates for printing plant workers, 100%. Code is for use by the Government Printing Office only.
KY	Government Printing Office negotiated rates for printing plant workers, Equity Pay. Code is for use by the Government Printing Office only.

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<u>Code</u>	<u>Name/Explanation</u>
	Lx
LE	United States Secret Service Uniformed Division. Code is for use by the U.S. Secret Service (Department of the Homeland Security) only.
LG	Liquidation Graded. Code is for use by the Federal Deposit Insurance Corporation only.
LX	General Accounting Office senior-level excepted service position. Code is for use by the General Accounting Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
	Mx
MA	Milk Marketing. Code is for use by the Department of Agriculture only.
MC	Employees of the Millennium Challenge Corporation appointed under Public Law 108-199 only. Code is for use by the Millennium Challenge Corporation only.
MH	USPS Mail Handler. Code is for use by the U.S. Postal Service only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
MK	General Accounting Office managerial and supervisory positions. Code is for use by the General Accounting Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
ML	Supervisors and managers of the National Credit Union Administration. Code is for use by the National Credit Union Administration only.
MS	OMHAR Executive Compensation Plan. Code is for use by the Department of Housing and Urban Development only.
MX	OMHAR Executive Director Compensation Plan. Code is for use by the Department of Housing and Urban Development only.

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<u>Code</u>	<u>Name/Explanation</u>
	Nx
NA	Nonappropriated funds--nonsupervisory and nonleader--Federal Wage System.
NB	Office of the Comptroller of the Currency Only. Code is for use by the Office of the Comptroller of the Currency (Department of the Treasury) only.
NC	NRL Administrative Support. Code is for use by the Naval Research Laboratory (Department of the Navy) only.
ND	Demonstration Scientific and Engineering. Code is for use by the Department of the Navy only.
NF	Employees in the National Nuclear Security Administration's Future Leaders Career Path. Code is for use by the National Nuclear Security Administration (Department of Energy) only.
NG	Demonstration General Support. Code is for use by the Department of the Navy only.
NH	Business Management and Technical Management Professional. DOD Acquisition Workforce Demonstration Project. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
NJ	Technical Management Support. DOD Acquisition Workforce Demonstration Project. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
NK	Administration Support. DOD Acquisition Workforce Demonstration Project. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
NL	Nonappropriated funds--leader--Federal Wage System.
NN	Employees in the National Nuclear Security Administration's Engineering and Scientific Career Path. Code is for use by the National Nuclear Security Administration (Department of Energy) only.

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<u>Code</u>	<u>Name/Explanation</u>
NO	NRL Administrative Specialist/Professional. Code is for use by the Naval Research Laboratory (Department of the Navy) only.
NP	NRL Science and Engineering Professional. Code is for use by the Naval Research Laboratory (Department of the Navy) only.
NQ	Employees in the National Nuclear Security Administration's Professional, Technical, and Administrative Career Path. Code is for use by the National Nuclear Security Administration (Department of Energy) only.
NR	NRL Science and Engineering Technical. Code is for use by the Naval Research Laboratory (Department of the Navy) only.
NS	Nonappropriated funds--supervisory--Federal Wage System.
NT	Demonstration Administrative and Technical. Code is for use by the Department of the Navy only.
NU	Employees in the National Nuclear Security Administration's Technician and Administrative Support Career Path. Code is for use by the National Nuclear Security Administration (Department of Energy) only.
NV	Employees in the National Nuclear Security Administration's Nuclear Materials Courier Career Path. Code is for use by the National Nuclear Security Administration (Department of Energy) only.
NX	Executive-level and managerial positions in the Corporation for National and Community Service (Public Law 103-82, Subtitle G, Section 195(b)). Code is for use by the Corporation for National and Community Service only.
NY	All other positions in the Corporation for National and Community Service (Public Law 103-82, Subtitle G, Section 195(b)). Code is for use by the Corporation for National and Community Service only.
NZ	National Zoological Park Police. Code is for use by the Smithsonian Institution only.
OE	Executives of the Office of Federal Housing Enterprise Oversight. Code is for use by the Office of Federal Housing Enterprise Oversight (Department of Housing and Urban Development) only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
OF	Office of Federal Housing Enterprise Oversight. Code is for use by the Office of Federal Housing Enterprise Oversight (Department of Housing and Urban Development) only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Px
PA	Attorneys and Law Clerks. Code is for use by the General Accounting Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
PD	Treasury Demonstration Project Positions. Code is for use by the Alcohol and Tobacco Tax and Trade Bureau (Department of the Treasury), Bureau of Alcohol, Tobacco, Firearms, and Explosives (Department of Justice), Bureau of Customs and Border Protection (Department of Homeland Security), and the U.S. Secret Service (Department of Homeland Security) only.
PE	Evaluator and Evaluator Related. Code is for use by the General Accounting Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
PG	Printing Office Grades. Code is for use by the Government Printing Office only.
PJ	Government Printing Office, AFGE, 12% night rate. Code is for use by the Government Printing Office only.
PQ	Government Printing Office, Police, day rate. Code is for use by the Government Printing Office only.
PT	Professional and technical GAO employees. Code is for use by the Government Accountability Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
PU	Government Printing Office, White-collar, 10% night rate. Code is for use by the Government Printing Office only.
PY	General Accounting Office program and technical specialist positions. Code is for use by the General Accounting Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
PZ	Government Printing Office, Police, 10% night rate. Code is for use by the Government Printing Office only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Qx
QC	USPS City Carrier. Code is for use by the U.S. Postal Service only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
	Rx
RA	Department of Agriculture positions in the Senior Scientific Research Service. Code is for use by the Department of Agriculture only.
RE	Managerial positions within the Senior Leadership Demonstration Project (SLDP) Senior Federal Service. Code is for use by the Internal Revenue Service (Department of the Treasury) only.
RP	Technical positions within the Senior Leadership Demonstration Project (SLDP) Senior Federal Service. Code is for use by the Internal Revenue Service (Department of the Treasury) only.
RS	Senior Biomedical Research Service. Code is for use by the Public Health Service (Department of Health and Human Services) only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Sx
SA	Administrative Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
SB	Clerical Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
SC	Engineering and Computing Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
SD	Scientific and Programming Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
SE	Aide and Technician Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
SF	Custodial Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
SG	Public Safety Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
SH	Physicians Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.. Note that, within the Tennessee Valley Authority, code P is used.
SJ	Scientific and Programming Schedule (Excluded). Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes. Note that, within the Tennessee Valley Authority, code ET is used.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
SK	SEC employees formerly under the GS, GM, and EZ pay plans. Code is for use by the Securities and Exchange Commission only.
SL	Senior Level Positions.
SM	Management Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes. Note that, within the Tennessee Valley Authority, code M is used.
SN	Senior Level System. Code is for use by the Nuclear Regulatory Commission only.
SO	SEC employees formerly under the ES pay plan. Code is for use by the Securities and Exchange Commission only.
SP	Park Police. Code is for use by the Department of the Interior only.
SQ	Physicians and dentists paid under the Scientific and Professional (ST) pay system who receive market pay under 38 U.S.C. 7431(c).
SR	Statutory rates not elsewhere specified.
SS	Senior Staff Positions. Code is for use by the National Credit Union Administration only.
ST	Scientific and professional (5 U.S.C. 3104).
SU	Code is for use by the Government Accountability Office only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
SV	Transportation Security Administration employees other than Executives. Code is for use by the Transportation Security Administration (Department of Homeland Security) only.
SW	Transportation Security Administration Executives. Code is for use by the Transportation Security Administration (Department of Homeland Security) only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
SY	Employees in Secretary designated senior management non-Federal (Trust) positions at the Smithsonian Institution.
SZ	Employees in Smithsonian executive non-Federal (Trust) positions at the Smithsonian Institution.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Tx
TA	Construction Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
TB	Operating and Maintenance Schedule (Power Generating Facilities). Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
TC	Chemical Operators Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
TD	Plant Operators Schedule. Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
TE	Operating and Maintenance Schedule (Nonpower Generating Facilities). Code is for use by the Tennessee Valley Authority only. Code is not valid for submission to the Central Personnel Data File. Code may be used for other documentation purposes.
TF	Federal Housing Finance Board Executive Level. Code is for use by the Federal Housing Finance Board only.
TG	Office of Thrift Supervision Salary Schedule. Code is for use by the Office of Thrift Supervision (Department of the Treasury) only.
TM	Federal Housing Finance Board Merit Pay. Code is for use by the Federal Housing Finance Board only.
TP	Teaching Positions. Code is for use by the Department of Defense Education Activity only.
TR	Police Forces of the U.S. Mint and Bureau of Engraving and Printing. Code is for use by the police forces of the U.S. Mint (Department of the Treasury) and the Bureau of Engraving and Printing (Department of the Treasury) only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
TS	Federal Housing Finance Board Step System. Code is for use by the Federal Housing Finance Board only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Vx
VC	Canteen Service. Code is for use by the Department of Veterans Affairs only.
VE	Veterans Canteen Service Executives Only. Code is for use by the Department of Veterans Affairs only.
VG	Clerical and Administrative Support. Code is for use by the Farm Credit Administration and the Farm Credit System Insurance Corporation only.
VH	Professional, Administrative, and Managerial. Code is for use by the Farm Credit Administration and the Farm Credit System Insurance Corporation only.
VM	Medical and Dental. Code is for use by the Department of Veterans Affairs only.
VN	Nursing. Code is for use by the Department of Veterans Affairs only.
VP	Clinical Podiatrists and Optometrists Schedule. Code is for use by the Department of Veterans Affairs only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	W _x
WA	Navigation Lock and Dam Operation and Maintenance Positions in the U.S. Army Corps of Engineers--supervisory--Federal Wage System. Code is for use by the Department of Army only.
WB	Wage positions under the Federal Wage System not otherwise designated.
WD	Production facilitating nonsupervisory--Federal Wage System.
WE	Currency manufacturing. Code is for use by the Department of the Treasury only.
WG	Nonsupervisory pay schedules--Federal Wage System.
WJ	Hopper Dredge Schedule--Federal Wage System. Code is for use by the Department of the Army only.
WK	Hopper Dredge Schedule--nonsupervisory--Federal Wage System. Code is for use by the Department of the Army only.
WL	Leader pay schedules--Federal Wage System.
WM	Maritime pay schedules--5 U.S.C. 5348.
WN	Production facilitating supervisory--Federal Wage System.
WO	Navigational Lock and Dam Operation and Maintenance Positions in the U.S. Army Corps of Engineers--leader Federal Wage System. Code is for use by the Department of the Army only.
WQ	Aircraft, Electronic Equipment, and Optical Instrument Overhaul and Repair in Puerto Rico--supervisory--Federal Wage System.
WR	Aircraft, Electronic Equipment, and Optical Instrument Overhaul and Repair in Puerto Rico--leader--Federal Wage System.
WS	Supervisory pay schedules--Federal Wage System.
WT	Apprentices and Shop Trainees--Federal Wage System.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
WU	Aircraft, Electronic Equipment, and Optical Instrument Overhaul and Repair in Puerto Rico--nonsupervisory Federal Wage System.
WY	Navigational Lock and Dam Operation and Maintenance Positions in the U.S. Army Corps of Engineers--non-supervisory--Federal Wage System. Code is for use by the Department of Army only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Xx
XA	Special Overlap Area Rate Schedule--nonsupervisory--Federal Wage System. Code is for use by the Department of the Interior only.
XB	Special Overlap Area Rate Schedule--leader--Federal Wage System. Code is for use by the Department of the Interior only.
XC	Special Overlap Area Rate Schedule--supervisory--Federal Wage System. Code is for use by the Department of the Interior only.
XD	Nonsupervisory production facilitating special schedule printing employees--Federal Wage System.
XE	Supervisors of negotiated rate employees--Federal Wage System. Code is for use by the Bureau of Reclamation (Department of the Interior) only.
XF	Floating Plant (Other than Hopper Dredge) Schedule--Nonsupervisory--Federal Wage System. Code is for use by the Department of the Army only.
XG	Floating Plant (Other than Hopper Dredge) Schedule--Leader--Federal Wage System. Code is for use by the Department of the Army only.
XH	Floating Plant (Other than Hopper Dredge) Schedule--Federal Wage System. Code is for use by the Department of the Army only.
XI	Non-Supervisory Schedule - Prevailing Rate System. Code is for use by the Bureau of Engraving and Printing (Department of the Treasury) only.
XJ	Leader Schedule - Prevailing Rate System. Code is for use by the Bureau of Engraving and Printing (Department of the Treasury) only.
XK	Supervisory Schedule - Prevailing Rate System. Code is for use by the Bureau of Engraving and Printing (Department of the Treasury) only.
XL	Leader special schedule printing employees--Federal Wage System.
XN	Supervisory production facilitating special schedule printing employees--Federal Wage System.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
XP	Nonsupervisory special schedule printing employees--Federal Wage System.
XS	Supervisory special schedule printing employees--Federal Wage System.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Y _x
YA	Standard Career Group – Professional/Analytical Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YB	Standard Career Group – Technician/Support Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YC	Standard Career Group – Supervisor/Manager Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YD	Scientific and Engineering Career Group – Professional Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YE	Scientific and Engineering Career Group – Technician/Support Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YF	Scientific and Engineering Career Group – Supervisor/Manager Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YG	Medical Career Group – Physician/Dentist Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YH	Medical Career Group – Professional Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YI	Medical Career Group – Technician/Support Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YJ	Medical Career Group – Supervisor/Manager Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YK	Investigative and Protective Career Group – Investigative Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YL	Investigative and Protective Career Group – Fire Protection Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
YM	Investigative and Protective Career Group – Police/Security Guard Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YN	Investigative and Protective Career Group – Supervisor/Manager Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YO	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YP	Standard Career Group – Student Educational Employment Program Pay Schedule. Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YQ	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YR	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YS	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YT	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YU	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YV	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YW	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YX	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
YY	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.
YZ	Code is for use by the Departments of the Air Force, Army, Defense, and Navy only.

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PAY PLAN

<u>Code</u>	<u>Name/Explanation</u>
	Zx
ZA	Administrative. Code is for use by the Department of Commerce only.
ZP	Scientific and Engineering Professional. Code is for use by the Department of Commerce only.
ZS	Administrative Support. Code is for use by the Department of Commerce only.
ZT	Scientific and Engineering Technician. Code is for use by the Department of Commerce only.
ZZ	Nonapplicable. Code is for use only with pay basis WC (without compensation) when other pay plan codes are not applicable.

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PAY PLAN

Code **Name/Explanation**