

Data Requirements - Pay Plan Code Valid Values

| VALID VALUES | DESCRIPTIONS |
|--------------|--|
| 999 | Other Civilian Pay Plan |
| AD | Administratively determined not elsewhere specified. |
| AF | American Family Members |
| AJ | Administrative judges, Nuclear Regulatory Commission |
| AL | Administrative Law judges |
| AS | Non-appropriated fund, administrative support (to be replaced by NF) |
| BB | Non supervisory negotiated pay employees |
| BL | Leader negotiated pay employees |
| BP | Printing and Lithographic negotiated pay employees |
| BS | Supervisory negotiated pay employees |
| CA | Board of contract appeals |
| CC | Commissioned Corps of Public Health Service |
| CE | Contract education |
| CG | Corporate graded Federal Deposit Insurance Corp. |
| CH | Non-appropriated funds, Childcare |
| CP | Compensation program Office of the Comptroller of the currency |
| CS | Skill Based Pay demonstration employees, DLA |
| CU | Credit Union employees |
| CY | Contract education Bureau of Indian Affairs |
| CZ | Canal Area General Schedule type positions |
| DA | Demonstration administrative Director of Laboratory Programs (Navy) |
| DB | Demonstration Engineers and Scientists (entire DoD) |
| DC | Navy Test Program - Clerical |
| DE | Demonstration Engineers and Scientists Technicians (entire DoD) |
| DG | Demonstration general Director of Laboratory Programs (Navy) |

| VALID VALUES | DESCRIPTIONS |
|--------------|--|
| DH | Demonstration hourly Air Force logistics command |
| DJ | Demonstration Administrative (entire DoD) |
| DK | Demonstration General Support (entire DoD) |
| DN | Defense Nuclear facilities safety board |
| DP | Demonstration professional Director of Laboratory Programs (Navy) |
| DR | Demonstration Air Force Scientist and Engineer |
| DS | Demonstration specialist Director of Laboratory Programs (Navy) |
| DT | Demonstration technician Director of Laboratory Programs (Navy) |
| DW | Demonstration salaried Air Force and DLA |
| DX | Demonstration Supervisory Air Force and DLA |
| EA | Administrative schedule (excluded) Tennessee Valley Authority |
| EB | Clerical schedule (excluded) Tennessee Valley Authority |
| EC | Engineering and Computing schedule (excluded) Tennessee Valley Authority |
| ED | Expert |
| EE | Expert (other) |
| EF | Consultant |
| EG | Consultant (other) |
| EH | Advisory committee member |
| EI | Advisory committee member (other) |
| EM | Executive schedule Office of the Comptroller of the currency |
| EO | FDIC executive pay |
| EP | Defense Intelligence Senior Executive Service |
| ES | Senior Executive Service (SES) |
| ET | General Accounting Office Senior Executive Service |
| EX | Executive pay |

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|--------------|---|--------------|---|
| FA | Foreign Service Chiefs of mission | MA | Milk Marketing Department of Agriculture |
| FC | Foreign compensation Agency for International Development | MC | Cadet |
| FD | Foreign defense | ME | Enlisted |
| FE | Senior Foreign Service | MO | Officer |
| FO | Foreign Service Officers | MW | Warrant officer |
| FP | Foreign Service personnel | NA | Non appropriated funds, non supervisory, non leader Federal Wage System |
| FZ | Consular Agent Department of State | NC | Naval Research Lab Administrative Support |
| GD | Skill based pay demonstration project managers (DLA) | ND | Demonstration Scientific and Engineering (Navy Only) |
| GG | Grades similar to General Schedule | NF | Non-Appropriated Fund, Pay Band |
| GH | GG employees converted to performance and management recognition system | NG | Demonstration General Support (Navy Only) |
| GM | Performance Management and Recognition system | NH | Business Management and Technical Management Professional, DoD Acquisition Workforce Demonstration Project (entire DoD) |
| GN | Nurse at Warren G. Magnuson Clinical Center | NJ | Technical Management Support, DoD Acquisition Workforce |
| GS | General Schedule | NK | Administration Support, DoD Acquisition Workforce Demonstration Project (entire DoD) |
| GW | Employment under schedule A paid at GS rate Stay-In-School program | NL | Non-appropriated funds, Crafts and trades worker |
| IE | Senior Intelligence Executive Service (SIES) Program | NO | Naval Research Lab Administrative Specialist/Professional |
| IP | Senior Intelligence Professional Program | NP | Naval Research Lab Science and Engineering Professional |
| JG | Graded tradesmen and craftsmen United States Courts | NR | Naval Research Lab Science and Engineering Technical |
| JL | Leaders of tradesmen and craftsmen United States Courts | NS | Non appropriated funds, supervisory, Federal Wage System |
| JP | Non supervisory lithographers and printers United States Courts | NT | Demonstration Administrative and Technical (Navy Only) |
| JQ | Lead lithographers and printers United States Courts | OC | Office of the Comptroller of the Currency |
| JR | Supervisory lithographers and printers United States Courts | PA | Attorneys and law clerks General Accounting Office |
| JT | Supervisors for tradesmen and craftsmen United States Courts | PE | Evaluator and evaluator related General Accounting Office |
| KA | Kleas Act Government Printing Office | PG | Printing Office grades |
| KG | Non-Craft non supervisory Bureau of Engraving and Printing | PS | Non-appropriated funds, Patron service (to be replaced by NF) |
| KL | Non-Craft leader Bureau of Engraving and Printing | RS | Senior Biomedical Service |
| KS | Non-Craft supervisory Bureau of Engraving and Printing | SA | Administrative schedule Tennessee Valley Authority |
| LE | United States Secret Service uniformed division Treasury | | |
| LG | Liquidation graded FDIC | | |

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|---------------------|--|---------------------|--|
| SB | Clerical schedule (excluded) Tennessee Valley Authority | VH | Professional, Administrative, and Managerial Farm Credit |
| SC | Engineering and Computing schedule Tennessee Valley Authority | VM | Medical and Dental Department of Veterans Affairs (DVA) |
| SD | Scientific and Programming schedule Tennessee Valley Authority | VN | Nurses Department of Veterans Affairs (DVA) |
| SE | Aide and Technician schedule Tennessee Valley Authority | VP | Clinical Podiatrists and Optometrists Department of Veterans Affairs (DVA) |
| SF | Custodial schedule Tennessee Valley Authority | WA | Navigation Lock and Dam Operation and maintenance supervisory USACE |
| SG | Public Safety schedule Tennessee Valley Authority | WB | Wage positions under Federal Wage System otherwise not designated |
| SH | Physicians schedule Tennessee Valley Authority | WD | Production facilitating non supervisory Federal Wage System |
| SJ | Scientific and Programming schedule (excluded) Tennessee Valley Authority | WE | Currency manufacturing Department of the Treasury |
| SL | Senior Level Positions | WF | Motion Picture Production |
| SM | Management Schedule Tennessee Valley Authority | WG | Non supervisory pay schedule Federal Wage System |
| SN | Senior Level System Nuclear Regulatory Commission | WI | Printing and Lithographic (D.C.) |
| SP | Park Police Department of the Interior | WJ | Hopper Dredge Schedule Supervisory Federal Wage System Dept of Army |
| SR | Statutory rates not elsewhere specified | WK | Hopper Dredge Schedule non supervisory Federal Wage System Dept of Army |
| SS | Senior Staff positions | WL | Leader pay schedules Federal Wage System |
| ST | Scientific and professional | WM | Maritime pay schedules |
| SZ | Canal Area Special category type positions | WN | Production facilitating supervisory Federal Wage System |
| TA | Construction schedule | WO | Navigation Lock and Dam Operation and maintenance leader USACE |
| TB | Operating and Maintenance (power facilities) Tennessee Valley Authority | WP | Printing and Lithographic (other than D.C.) |
| TC | Chemical Operators Tennessee Valley Authority | WQ | Aircraft Electronic Equipment and Optical Inst. repair supervisory |
| TD | Plant Operators schedule Tennessee Valley Authority | WR | Aircraft Electronic Equipment and Optical Inst. repair leader |
| TE | Operating and Maintenance (nonpower facilities) Tennessee Valley Authority | WS | Supervisor Federal Wage System |
| TM | Federal Housing Finance board Executive level | WT | Apprentices and Shop trainees Federal Wage System |
| TP | Teaching positions DoD schools only | WU | Aircraft Electronic Equipment and Optical Inst. repair non supervisory |
| TR | Police Forces US Mint and Bureau of Engraving and Printing | WW | Wage type excepted Stay-In-School Federal Wage System |
| TS | Step System Federal Housing Finance board | WY | Navigation Lock and Dam Operation and maintenance non supervisory USACE |
| VC | Canteen Service Department of Veterans Affairs (DVA) | WZ | Canal Area Wage System type positions |
| VG | Clerical and Administrative support Farm Credit | | |

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|--------------|---|--------------|--|
| XA | Special Overlap Area Rate Schedule non supervisory Dept of the Interior | YN | NSPS Investigative and Protective Career Group - Supervisor/Manager Pay Schedule |
| XB | Special Overlap Area Rate Schedule leader Dept of the Interior | YP | NSPS Standard Career Group - Student Educational Employment Program Pay Schedule |
| XC | Special Overlap Area Rate Schedule supervisory Dept of the Interior | YV | Temporary summer aid employment |
| XD | Non supervisory production facilitating special schedule printing employees | YW | Student aid employment Stay-In-School |
| XF | Floating Plant Schedule non supervisory Dept of Army | ZA | Administrative National Institute of Standards and Technology |
| XG | Floating Plant Schedule leader Dept of Army | ZP | Scientific and Engineering Professional National Institute of Standards and Technology |
| XH | Floating Plant Schedule supervisory Dept of Army | ZS | Administrative Support National Institute of Standards and Technology |
| XL | Leader special schedule printing employees | ZT | Scientific and Engineering Technician National Institute of Standards and Technology |
| XN | Supervisory production facilitating special schedule printing employees | ZZ | Not applicable (use only with pay basis without compensation when others N/A) |
| XP | Non supervisory special schedule printing employees | | |
| XS | Supervisory special schedule printing employees | | |
| YA | NSPS Standard Career Group - Professional/ Analytical Pay Schedule | | |
| YB | NSPS Standard Career Group - Technical/ Support Pay Schedule | | |
| YC | NSPS Standard Career Group - Supervisor/ Manager Pay Schedule | | |
| YD | NSPS Scientific and Engineering Career Group - Technician/Support Pay Schedule | | |
| YE | NSPS Scientific and Engineering Career Group - Technician/Support Pay Schedule | | |
| YF | NSPS Scientific and Engineering Career Group - Supervisor/Manager Pay Schedule | | |
| YG | NSPS Medical Career Group - Physician/ Dentist Pay Schedule | | |
| YH | NSPS Medical Career Group - Professional Pay Schedule | | |
| YI | NSPS Medical Career Group - Technician Support Pay Schedule | | |
| YJ | NSPS Medical Career Group - Supervisor Manager Pay Schedule | | |
| YK | NSPS Investigative and Protective Career Group - Investigative Pay Schedule | | |
| YL | NSPS Investigative and Protective Career Group - Fire Protection Pay Schedule | | |
| YM | NSPS Investigative and Protective Career Group - Police/Security Guard Pay Schedule | | |

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