

## Profile Grouping

SRPE Not Required		*Use the Step 4 Rule to determine eligibility for the SRPE						SRPE Required									
General Schedule	GS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Personnel Demonstration Projects	<b>Career Paths (Pay Schedule)</b>	<b>Broad/Pay Band Level and Equivalent GS Grade</b>															
	<b>Broad/Pay Band Levels</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>											
US Army Aviation/Missile RDEC	Engineers/Scientists (DB)	1-4	5-11	12-13	14-15	Above 15											
	Technical/Business Support (DE)	1-4	5-9	10-12*	13-14	15											
	General Support (DK)	1-4	5-6	7-8	9-10												
US Army Research Laboratory	Engineers/Scientists (DB)	1-4	5-11	12-13	14-15	Above 15											
	E/S Technicians (DE)	1-8	9-11	12-13													
	Administrative (DJ)	1-4	5-10	11-13*	14-15												
	General Support (DK)	1-4	5-7	8-10													
US Army Medical Research and Material Command	Engineers/Scientists (DB)	1-4	5-12	13-14	15	Above 15											
	E/S Technicians (DE)	1-4	5-8	9-11	12-13												
	Administrative (DJ)	1-4	5-10	11-12*	13-14	15											
	General Support (DK)	1-4	5-8	9-10													
US Army Engineer Research & Development Center (ERDC) (CoE)	Engineers/Scientists (DB)	1-4	5-11	11-12*	13-14	15	Above 15										
	E/S Technicians (DE)	1-4	5-7	8-10	11-12*												
	Administrative (DJ)	1-4	5-10	11-12*	13-14	15											
	General Support (DK)	1-3	4-5	6-7	8-9												
DoD Civilian Acquisition Workforce Personnel Demonstration Project	Business Mgmt/Technical Mgmt Professional (NH)	1-4	5-11	12-13	14-15												
	Technical Management Support (NJ)	1-4	5-8	9-11	12-13												
	Administrative Support (NK)	1-4	5-7	8-10													
US Army CECOM RDEC	Engineers & Scientists (DB)	1-4	5-11	12-14	14-15	Above 15											
	Business & Technical (DE)	1-4	5-11	12-13	14-15												
	General Support (DK)	1-4	5-8	9													
US Army Natick Soldier Research, Development and Engineering Center (NSRDEC)	Engineers & Scientists (DB)	1-4	5-11	12-14	14-15	Above 15											
	Business & Technical (DE)	1-4	5-11	12-13	14-15												
	General Support (DK)	1-4	5-8	9													
US Army Edgewood Chemical Biological Center (ECBC)	Engineers & Scientists (DB)	1-4	5-11	12-14	14-15	Above 15											
	Business & Technical (DE)	1-4	5-11	12-13	14-15												
	General Support (DK)	1-4	5-8	9													
US Army ARDEC	Engineers & Scientists (DB)	1-4	5-11	12-13	14	15	Above 15										
	Technical Support (DE)	1-4	5-11	12-13	14	15											
	General Support (DK)	1-4	5-8	9													
US Army TARDEC	Professional & Business Management (DB)	1-4	5-11	12-13	14-15	Above 15											
	Technical Support (DE)	1-4	5-11	12-13	14-15												
	General Support (DK)	1-4	5-7	8-10	11-13*												

\* Example of Step 4 Rule:

AMRDEC DE III – if the employee’s salary is equal to or greater than GS-12 Step 4 then SRPE

ARL DJ III - if the employee’s salary is equal to or greater than GS-12 Step 4 then SRPE