

2020

Alternative Personnel Management System

Charlotte-Concord, NC-SC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$57,316					\$81,807					\$107,176					\$150,591					\$170,800				
PAY PLAN: ZP	I				II				III				IV				V												
	\$22,951				\$43,806				\$64,832				\$92,403				\$128,439												
	\$54,026				\$77,111				\$101,023				\$141,947				\$166,976												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$43,593					\$66,910					\$81,384					\$107,176					\$127,443				
PAY PLAN: ZT	I				II				III				IV				V												
	\$22,951				\$35,365				\$53,584				\$64,832				\$92,403												
	\$41,090				\$63,069				\$76,713				\$101,023				\$120,127												
ADMINISTRATIVE									\$66,910					\$89,412					\$127,443					\$150,591					\$170,800
PAY PLAN: ZA	I				II				III				IV				V												
	\$22,951				\$53,584				\$77,707				\$109,192				\$128,439												
	\$63,069				\$84,280				\$120,127				\$141,947				\$166,976												
ADMINISTRATIVE SUPPORT	\$34,454	\$43,593	\$54,369	\$66,910	\$81,384																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$22,951	\$28,157	\$35,365	\$43,806	\$53,584																								
	\$32,476	\$41,090	\$51,248	\$63,069	\$76,713																								
Corresponding GS Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15														

Footnotes:

Supervisory pay ceiling for each pay band shown is in upper right-hand corner.

ZP and ZA, Pay Band V, pay ceiling for supervisors below Division Chief, \$170,800, Division Chiefs' pay ceiling \$170,800

The GS-15, step 10, biweekly gross maximum pay limitation for 2020 is \$6,400.80

2019 rate	2020 rate
16.79	17.44

NIST Locality Increase Differential
 $1.1744 / 1.1679 = 1.00557$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 05, 2020**

Prev. Yr Rate: **0.1679** Curr. Yr Rate: **0.1744** Loc. Diff: **1.00557** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	22,951 - 40,781	53,584 - 67,227	77,707 - 96,560	109,192 - 123,750	128,439 - 145,567
02	40,782 - 54,154	67,228 - 77,459	96,561 - 110,700	123,751 - 134,668	145,568 - 158,412
03	54,155 - 63,069	77,460 - 84,280	110,701 - 120,127	134,669 - 141,947	158,413 - 166,976
04**	63,070 - 64,961	84,281 - 86,808	120,128 - 123,731	141,948 - 146,205	166,977 - 170,800***
05**	64,962 - 66,910	86,809 - 89,412	123,732 - 127,443	146,206 - 150,591	170,800 - 170,800****

Locality Area: **Charlotte-Concord, NC-SC**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 05, 2020**

Prev. Yr Rate: **0.1679** Curr. Yr Rate: **0.1744** Loc. Diff: **1.00557** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	22,951 - 27,184	28,157 - 33,905	35,365 - 42,424	43,806 - 52,367	53,584 - 63,864
02	27,185 - 30,359	33,906 - 38,216	42,425 - 47,718	52,368 - 58,788	63,865 - 71,573
03	30,360 - 32,476	38,217 - 41,090	47,719 - 51,248	58,789 - 63,069	71,574 - 76,713
04**	32,477 - 33,450	41,091 - 42,323	51,249 - 52,785	63,070 - 64,961	76,714 - 79,014
05**	33,451 - 34,454	42,324 - 43,593	52,786 - 54,369	64,962 - 66,910	79,015 - 81,384

Locality Area: **Charlotte-Concord, NC-SC**

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

*** Interval 4, pay band V represents the range of pay for the supervisory pay band for ZP supervisors below division chief.

**** Interval 5, pay band V represents the range of pay for the supervisory pay band for non-SES division chiefs.

For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.

NIST Pay Tables

SCIENTIFIC AND ENGINEERING

Pay Plan: ZP Effective: January 05, 2020

Prev. Yr Rate: 0.1679 Curr. Yr Rate: 0.1744 Loc. Diff: 1.00557 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	22,951 - 36,762	43,806 - 58,608	64,832 - 80,917	92,403 - 114,423	128,439 - 145,567
02	36,763 - 47,120	58,609 - 69,710	80,918 - 92,981	114,424 - 130,937	145,568 - 158,412
03	47,121 - 54,026	69,711 - 77,111	92,982 - 101,023	130,938 - 141,947	158,413 - 166,976
04**	54,027 - 55,647	77,112 - 79,424	101,024 - 104,054	141,948 - 146,205	166,977 - 170,800***
05**	55,648 - 57,316	79,425 - 81,807	104,055 - 107,176	146,206 - 150,591	170,800 - 170,800****

Locality Area: Charlotte-Concord, NC-SC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 05, 2020

Prev. Yr Rate: 0.1679 Curr. Yr Rate: 0.1744 Loc. Diff: 1.00557 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	22,951 - 31,013	35,365 - 47,678	53,584 - 63,864	64,832 - 80,917	92,403 - 104,725
02	31,014 - 37,059	47,679 - 56,913	63,865 - 71,573	80,918 - 92,981	104,726 - 113,966
03	37,060 - 41,090	56,914 - 63,069	71,574 - 76,713	92,982 - 101,023	113,967 - 120,127
04**	41,091 - 42,323	63,070 - 64,961	76,714 - 79,014	101,024 - 104,054	120,128 - 123,731
05**	42,324 - 43,593	64,962 - 66,910	79,015 - 81,384	104,055 - 107,176	123,732 - 127,443

Locality Area: Charlotte-Concord, NC-SC

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

*** Interval 4, pay band V represents the range of pay for the supervisory pay band for ZP supervisors below division chief.

**** Interval 5, pay band V represents the range of pay for the supervisory pay band for non-SES division chiefs.

For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.