

2021

Alternative Personnel Management System

San Antonio-New Braunfels-Pearsall, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$57,888					\$82,621					\$107,630					\$151,230					\$172,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$23,048				\$43,992				\$65,106				\$92,795				\$128,984												
	\$54,565				\$77,879				\$101,451				\$142,549				\$167,679												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$43,777					\$67,195					\$81,732					\$107,630					\$127,981				
PAY PLAN: ZT	I				II				III				IV				V												
	\$23,048				\$35,514				\$53,811				\$65,106				\$92,795												
	\$41,264				\$63,338				\$77,040				\$101,451				\$120,634												
ADMINISTRATIVE									\$67,195					\$89,797					\$127,981					\$151,230					\$172,500
PAY PLAN: ZA	I				II				III				IV				V												
	\$23,048				\$53,811				\$78,036				\$109,655				\$128,984												
	\$63,338				\$84,643				\$120,634				\$142,549				\$167,679												
ADMINISTRATIVE SUPPORT	\$34,599	\$43,777	\$54,598	\$67,195	\$81,732																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$23,048	\$28,277	\$35,514	\$43,992	\$53,811																								
	\$32,613	\$41,264	\$51,464	\$63,338	\$77,040																								
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, \$172,500, Division Chiefs' pay ceiling \$172,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2021 is \$6,427.20

2020 rate	2021 rate
16.77	16.77

NIST Locality Increase Differential

$$1.1677 / 1.1677 = 1$$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 03, 2021**

Prev. Yr Rate: **0.1677** Curr. Yr Rate: **0.1677** Loc. Diff: **1** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	23,048 - 40,955	53,811 - 67,514	78,036 - 96,968	109,655 - 124,275	128,984 - 146,182
02	40,956 - 54,385	67,515 - 77,791	96,969 - 111,168	124,276 - 135,239	146,183 - 159,080
03	54,386 - 63,338	77,792 - 84,643	111,169 - 120,634	135,240 - 142,549	159,081 - 167,679
04**	63,339 - 65,238	84,644 - 87,182	120,635 - 124,253	142,550 - 146,825	167,680 - 172,500***
05**	65,239 - 67,195	87,183 - 89,797	124,254 - 127,981	146,826 - 151,230	172,500 - 172,500****

Locality Area: **San Antonio-New Braunfels-Pearsall, TX**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 03, 2021**

Prev. Yr Rate: **0.1677** Curr. Yr Rate: **0.1677** Loc. Diff: **1** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	23,048 - 27,299	28,277 - 34,049	35,514 - 42,603	43,992 - 52,590	53,811 - 64,135
02	27,300 - 30,487	34,050 - 38,378	42,604 - 47,920	52,591 - 59,039	64,136 - 71,878
03	30,488 - 32,613	38,379 - 41,264	47,921 - 51,464	59,040 - 63,338	71,879 - 77,040
04**	32,614 - 33,591	41,265 - 42,502	51,465 - 53,008	63,339 - 65,238	77,041 - 79,351
05**	33,592 - 34,599	42,503 - 43,777	53,009 - 54,598	65,239 - 67,195	79,352 - 81,732

Locality Area: **San Antonio-New Braunfels-Pearsall, TX**

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 03, 2021

Prev. Yr Rate: 0.1677 Curr. Yr Rate: 0.1677 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	23,048 - 37,056	43,992 - 59,053	65,106 - 81,259	92,795 - 114,908	128,984 - 146,182
02	37,057 - 47,561	59,054 - 70,349	81,260 - 93,374	114,909 - 131,493	146,183 - 159,080
03	47,562 - 54,565	70,350 - 77,879	93,375 - 101,451	131,494 - 142,549	159,081 - 167,679
04**	54,566 - 56,202	77,880 - 80,215	101,452 - 104,495	142,550 - 146,825	167,680 - 172,500***
05**	56,203 - 57,888	80,216 - 82,621	104,496 - 107,630	146,826 - 151,230	172,500 - 172,500****

Locality Area: San Antonio-New Braunfels-Pearsall, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.1677 Curr. Yr Rate: 0.1677 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	23,048 - 31,144	35,514 - 47,880	53,811 - 64,135	65,106 - 81,259	92,795 - 105,168
02	31,145 - 37,216	47,881 - 57,155	64,136 - 71,878	81,260 - 93,374	105,169 - 114,448
03	37,217 - 41,264	57,156 - 63,338	71,879 - 77,040	93,375 - 101,451	114,449 - 120,634
04**	41,265 - 42,502	63,339 - 65,238	77,041 - 79,351	101,452 - 104,495	120,635 - 124,253
05**	42,503 - 43,777	65,239 - 67,195	79,352 - 81,732	104,496 - 107,630	124,254 - 127,981

Locality Area: San Antonio-New Braunfels-Pearsall, TX

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.