

2021

Alternative Personnel Management System

Charlotte-Concord, NC-SC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$57,888					\$82,621					\$108,247					\$152,098					\$172,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$23,180				\$44,244				\$65,480				\$93,327				\$129,724												
	\$54,565				\$77,879				\$102,033				\$143,367				\$168,641												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$44,028					\$67,581					\$82,200					\$108,247					\$128,715				
PAY PLAN: ZT	I				II				III				IV				V												
	\$23,180				\$35,718				\$54,120				\$65,480				\$93,327												
	\$41,501				\$63,702				\$77,482				\$102,033				\$121,326												
ADMINISTRATIVE									\$67,581					\$90,313					\$128,715					\$152,098					\$172,500
PAY PLAN: ZA	I				II				III				IV				V												
	\$23,180				\$54,120				\$78,484				\$110,284				\$129,724												
	\$63,702				\$85,129				\$121,326				\$143,367				\$168,641												
ADMINISTRATIVE SUPPORT	\$34,798	\$44,028	\$54,911	\$67,581	\$82,200																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$23,180	\$28,439	\$35,718	\$44,244	\$54,120																								
	\$32,800	\$41,501	\$51,759	\$63,702	\$77,482																								
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 \$6,464.80

2020 rate	2021 rate
17.44	17.44

NIST Locality Increase Differential

$$1.1744 / 1.1744 = 1$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1744** Curr. Yr Rate: **0.1744** 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	23,180 - 41,190	54,120 - 67,902	78,484 - 97,525	110,284 - 124,988	129,724 - 147,020
02	41,191 - 54,697	67,903 - 78,238	97,526 - 111,806	124,989 - 136,015	147,021 - 159,993
03	54,698 - 63,702	78,239 - 85,129	111,807 - 121,326	136,016 - 143,367	159,994 - 168,641
04**	63,703 - 65,613	85,130 - 87,683	121,327 - 124,966	143,368 - 147,668	168,642 - 172,500***
05**	65,614 - 67,581	87,684 - 90,313	124,967 - 128,715	147,669 - 152,098	172,500 - 172,500****

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

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1744** Curr. Yr Rate: **0.1744** 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	23,180 - 27,456	28,439 - 34,244	35,718 - 42,847	44,244 - 52,892	54,120 - 64,503
02	27,457 - 30,662	34,245 - 38,598	42,848 - 48,194	52,893 - 59,378	64,504 - 72,290
03	30,663 - 32,800	38,599 - 41,501	48,195 - 51,759	59,379 - 63,702	72,291 - 77,482
04**	32,801 - 33,784	41,502 - 42,746	51,760 - 53,312	63,703 - 65,613	77,483 - 79,806
05**	33,785 - 34,798	42,747 - 44,028	53,313 - 54,911	65,614 - 67,581	79,807 - 82,200

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 03, 2021

Prev. Yr Rate: 0.1744 Curr. Yr Rate: 0.1744 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	23,180 - 37,129	44,244 - 59,193	65,480 - 81,726	93,327 - 115,567	129,724 - 147,020
02	37,130 - 47,591	59,194 - 70,405	81,727 - 93,910	115,568 - 132,247	147,021 - 159,993
03	47,592 - 54,565	70,406 - 77,879	93,911 - 102,033	132,248 - 143,367	159,994 - 168,641
04**	54,566 - 56,202	77,880 - 80,215	102,034 - 105,094	143,368 - 147,668	168,642 - 172,500***
05**	56,203 - 57,888	80,216 - 82,621	105,095 - 108,247	147,669 - 152,098	172,500 - 172,500****

Locality Area: Charlotte-Concord, NC-SC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.1744 Curr. Yr Rate: 0.1744 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	23,180 - 31,323	35,718 - 48,155	54,120 - 64,503	65,480 - 81,726	93,327 - 105,771
02	31,324 - 37,430	48,156 - 57,483	64,504 - 72,290	81,727 - 93,910	105,772 - 115,104
03	37,431 - 41,501	57,484 - 63,702	72,291 - 77,482	93,911 - 102,033	115,105 - 121,326
04**	41,502 - 42,746	63,703 - 65,613	77,483 - 79,806	102,034 - 105,094	121,327 - 124,966
05**	42,747 - 44,028	65,614 - 67,581	79,807 - 82,200	105,095 - 108,247	124,967 - 128,715

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.