

2020

Alternative Personnel Management System

Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$62,715					\$90,422					\$119,075					\$167,313					\$170,800										
PAY PLAN: ZP	I					II					III					IV					V														
	\$25,500					\$48,670					\$72,030					\$102,663					\$142,701														
	\$59,115					\$85,231					\$112,240					\$157,709					\$170,800														
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$48,433				\$74,339				\$90,422				\$119,075				\$141,593															
PAY PLAN: ZT	I				II				III				IV				V																		
	\$25,500				\$39,291				\$59,534				\$72,030				\$102,663																		
	\$45,652				\$70,072				\$85,231				\$112,240				\$133,465																		
ADMINISTRATIVE							\$74,339							\$99,340							\$141,593							\$167,313							\$170,800
PAY PLAN: ZA	I							II							III							IV							V						
	\$25,500							\$59,534							\$86,335							\$121,316							\$142,701						
	\$70,072							\$93,638							\$133,465							\$157,709							\$170,800						
ADMINISTRATIVE SUPPORT			\$38,279			\$48,433			\$60,406			\$74,339			\$90,422																				
PAY PLAN: ZS	I			II			III			IV			V																						
	\$25,500			\$31,284			\$39,291			\$48,670			\$59,534																						
	\$36,082			\$45,652			\$56,939			\$70,072			\$85,231																						
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 \$6,547.20

2019 rate	2020 rate
29.32	30.48

NIST Locality Increase Differential
 $1.3048 / 1.2932 = 1.00897$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2932** Curr. Yr Rate: **0.3048** Loc. Diff: **1.00897** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	25,500 - 45,310	59,534 - 74,691	86,335 - 107,282	121,316 - 137,491	142,701 - 155,189
02	45,311 - 60,167	74,692 - 86,059	107,283 - 122,992	137,492 - 149,622	155,190 - 164,556
03	60,168 - 70,072	86,060 - 93,638	122,993 - 133,465	149,623 - 157,709	164,557 - 170,800
04**	70,073 - 72,174	93,639 - 96,447	133,466 - 137,469	157,710 - 162,440	170,800 - 170,800***
05**	72,175 - 74,339	96,448 - 99,340	137,470 - 141,593	162,441 - 167,313	170,800 - 170,800****

Locality Area: **Washington-Baltimore-Arlington, DC-MD-PA-VA-WV**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2932** Curr. Yr Rate: **0.3048** Loc. Diff: **1.00897** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	25,500 - 30,203	31,284 - 37,670	39,291 - 47,135	48,670 - 58,182	59,534 - 70,955
02	30,204 - 33,730	37,671 - 42,459	47,136 - 53,017	58,183 - 65,316	70,956 - 79,521
03	33,731 - 36,082	42,460 - 45,652	53,018 - 56,939	65,317 - 70,072	79,522 - 85,231
04**	36,083 - 37,164	45,653 - 47,022	56,940 - 58,647	70,073 - 72,174	85,232 - 87,788
05**	37,165 - 38,279	47,023 - 48,433	58,648 - 60,406	72,175 - 74,339	87,789 - 90,422

Locality Area: **Washington-Baltimore-Arlington, DC-MD-PA-VA-WV**

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: 0.2932 Curr. Yr Rate: 0.3048 Loc. Diff: 1.00897 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	25,500 - 40,440	48,670 - 64,919	72,030 - 89,901	102,663 - 127,128	142,701 - 155,189
02	40,441 - 51,645	64,920 - 77,106	89,902 - 103,304	127,129 - 145,477	155,190 - 164,556
03	51,646 - 59,115	77,107 - 85,231	103,305 - 112,240	145,478 - 157,709	164,557 - 170,800
04**	59,116 - 60,888	85,232 - 87,788	112,241 - 115,607	157,710 - 162,440	170,800 - 170,800***
05**	60,889 - 62,715	87,789 - 90,422	115,608 - 119,075	162,441 - 167,313	170,800 - 170,800****

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 05, 2020

Prev. Yr Rate: 0.2932 Curr. Yr Rate: 0.3048 Loc. Diff: 1.00897 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	25,500 - 34,456	39,291 - 52,971	59,534 - 70,955	72,030 - 89,901	102,663 - 116,353
02	34,457 - 41,174	52,972 - 63,232	70,956 - 79,521	89,902 - 103,304	116,354 - 126,620
03	41,175 - 45,652	63,233 - 70,072	79,522 - 85,231	103,305 - 112,240	126,621 - 133,465
04**	45,653 - 47,022	70,073 - 72,174	85,232 - 87,788	112,241 - 115,607	133,466 - 137,469
05**	47,023 - 48,433	72,175 - 74,339	87,789 - 90,422	115,608 - 119,075	137,470 - 141,593

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

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.