

2021

Alternative Personnel Management System

International

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$56,259					\$84,216					\$110,901					\$155,828					\$172,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$23,749				\$45,329				\$67,086				\$95,616				\$132,905																		
	\$53,029				\$79,382				\$104,535				\$146,883				\$172,500																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$45,109				\$69,239				\$84,216				\$110,901				\$131,871															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$23,749			\$36,594			\$55,447			\$67,086			\$95,616																						
	\$42,519			\$65,264			\$79,382			\$104,535			\$124,301																						
ADMINISTRATIVE							\$69,239							\$92,527							\$131,871							\$155,828							\$172,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$23,749						\$55,447						\$80,409						\$112,989						\$132,905										
	\$65,264						\$87,216						\$124,301						\$146,883						\$172,500										
ADMINISTRATIVE SUPPORT			\$35,650			\$45,109			\$56,259			\$69,239			\$84,216																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$23,749		\$29,137		\$36,594		\$45,329		\$55,447																										
	\$33,604		\$42,519		\$53,029		\$65,264		\$79,382																										
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 \$6,612.00

2020	rate	2021	rate
20.32		20.32	

NIST Locality Increase Differential

$$1.2032 / 1.2032 = 1$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2032** Curr. Yr Rate: **0.2032** 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	23,749 - 42,200	55,447 - 69,567	80,409 - 99,917	112,989 - 128,053	132,905 - 150,503
02	42,201 - 56,038	69,568 - 80,156	99,918 - 114,547	128,054 - 139,351	150,504 - 163,701
03	56,039 - 65,264	80,157 - 87,216	114,548 - 124,301	139,352 - 146,883	163,702 - 172,500
04**	65,265 - 67,222	87,217 - 89,832	124,302 - 128,030	146,884 - 151,289	172,500 - 172,500***
05**	67,223 - 69,239	89,833 - 92,527	128,031 - 131,871	151,290 - 155,828	172,500 - 172,500****

Locality Area: **International**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2032** Curr. Yr Rate: **0.2032** 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	23,749 - 28,129	29,137 - 35,085	36,594 - 43,898	45,329 - 54,189	55,447 - 66,085
02	28,130 - 31,414	35,086 - 39,545	43,899 - 49,377	54,190 - 60,834	66,086 - 74,063
03	31,415 - 33,604	39,546 - 42,519	49,378 - 53,029	60,835 - 65,264	74,064 - 79,382
04**	33,605 - 34,612	42,520 - 43,795	53,030 - 54,620	65,265 - 67,222	79,383 - 81,763
05**	34,613 - 35,650	43,796 - 45,109	54,621 - 56,259	67,223 - 69,239	81,764 - 84,216

Locality Area: **International**

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: 0.2032 Curr. Yr Rate: 0.2032 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	23,749 - 36,762	45,329 - 60,464	67,086 - 83,730	95,616 - 118,401	132,905 - 150,503
02	36,763 - 46,522	60,465 - 71,815	83,731 - 96,213	118,402 - 135,490	150,504 - 163,701
03	46,523 - 53,029	71,816 - 79,382	96,214 - 104,535	135,491 - 146,883	163,702 - 172,500
04**	53,030 - 54,620	79,383 - 81,763	104,536 - 107,671	146,884 - 151,289	172,500 - 172,500***
05**	54,621 - 56,259	81,764 - 84,216	107,672 - 110,901	151,290 - 155,828	172,500 - 172,500****

Locality Area: International

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.2032 Curr. Yr Rate: 0.2032 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	23,749 - 32,091	36,594 - 49,336	55,447 - 66,085	67,086 - 83,730	95,616 - 108,365
02	32,092 - 38,348	49,337 - 58,893	66,086 - 74,063	83,731 - 96,213	108,366 - 117,927
03	38,349 - 42,519	58,894 - 65,264	74,064 - 79,382	96,214 - 104,535	117,928 - 124,301
04**	42,520 - 43,795	65,265 - 67,222	79,383 - 81,763	104,536 - 107,671	124,302 - 128,030
05**	43,796 - 45,109	67,223 - 69,239	81,764 - 84,216	107,672 - 110,901	128,031 - 131,871

Locality Area: International

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.