

2021

Alternative Personnel Management System

Philadelphia-Reading-Camden, PA-NJ-DE-MD

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$58,934					\$88,221					\$116,174					\$163,236					\$172,500																				
PAY PLAN: ZP	I				II				III				IV				V																												
	\$24,878				\$47,484				\$70,275				\$100,161				\$139,224																												
	\$55,550				\$83,156				\$109,505				\$153,866				\$172,500																												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$47,252					\$72,531					\$88,221					\$116,174					\$138,141																				
PAY PLAN: ZT	I				II				III				IV				V																												
	\$24,878				\$38,334				\$58,083				\$70,275				\$100,161																												
	\$44,540				\$68,367				\$83,156				\$109,505				\$130,211																												
ADMINISTRATIVE									\$72,531									\$96,927									\$138,141									\$163,236									\$172,500
PAY PLAN: ZA	I								II								III								IV								V												
	\$24,878								\$58,083								\$84,231								\$118,360								\$139,224												
	\$68,367								\$91,363								\$130,211								\$153,866								\$172,500												
ADMINISTRATIVE SUPPORT			\$37,346			\$47,252			\$58,934			\$72,531			\$88,221																														
PAY PLAN: ZS	I		II		III		IV		V																																				
	\$24,878		\$30,522		\$38,334		\$47,484		\$58,083																																				
	\$35,202		\$44,540		\$55,550		\$68,367		\$83,156																																				
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
26.04	26.04

NIST Locality Increase Differential

$$1.2604 / 1.2604 = 1$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2604** Curr. Yr Rate: **0.2604** 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	24,878 - 44,206	58,083 - 72,874	84,231 - 104,667	118,360 - 134,140	139,224 - 154,013
02	44,207 - 58,703	72,875 - 83,967	104,668 - 119,993	134,141 - 145,976	154,014 - 165,105
03	58,704 - 68,367	83,968 - 91,363	119,994 - 130,211	145,977 - 153,866	165,106 - 172,500
04**	68,368 - 70,418	91,364 - 94,104	130,212 - 134,117	153,867 - 158,482	172,500 - 172,500***
05**	70,419 - 72,531	94,105 - 96,927	134,118 - 138,141	158,483 - 163,236	172,500 - 172,500****

Locality Area: **Philadelphia-Reading-Camden, PA-NJ-DE-MD**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2604** Curr. Yr Rate: **0.2604** 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	24,878 - 29,466	30,522 - 36,752	38,334 - 45,986	47,484 - 56,765	58,083 - 69,227
02	29,467 - 32,908	36,753 - 41,425	45,987 - 51,724	56,766 - 63,726	69,228 - 77,584
03	32,909 - 35,202	41,426 - 44,540	51,725 - 55,550	63,727 - 68,367	77,585 - 83,156
04**	35,203 - 36,258	44,541 - 45,876	55,551 - 57,217	68,368 - 70,418	83,157 - 85,651
05**	36,259 - 37,346	45,877 - 47,252	57,218 - 58,934	70,419 - 72,531	85,652 - 88,221

Locality Area: **Philadelphia-Reading-Camden, PA-NJ-DE-MD**

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: 0.2604 Curr. Yr Rate: 0.2604 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	24,878 - 38,510	47,484 - 63,338	70,275 - 87,711	100,161 - 124,030	139,224 - 154,013
02	38,511 - 48,734	63,339 - 75,229	87,712 - 100,787	124,031 - 141,932	154,014 - 165,105
03	48,735 - 55,550	75,230 - 83,156	100,788 - 109,505	141,933 - 153,866	165,106 - 172,500
04**	55,551 - 57,217	83,157 - 85,651	109,506 - 112,790	153,867 - 158,482	172,500 - 172,500***
05**	57,218 - 58,934	85,652 - 88,221	112,791 - 116,174	158,483 - 163,236	172,500 - 172,500****

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.2604 Curr. Yr Rate: 0.2604 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	24,878 - 33,617	38,334 - 51,682	58,083 - 69,227	70,275 - 87,711	100,161 - 113,517
02	33,618 - 40,171	51,683 - 61,693	69,228 - 77,584	87,712 - 100,787	113,518 - 123,533
03	40,172 - 44,540	61,694 - 68,367	77,585 - 83,156	100,788 - 109,505	123,534 - 130,211
04**	44,541 - 45,876	68,368 - 70,418	83,157 - 85,651	109,506 - 112,790	130,212 - 134,117
05**	45,877 - 47,252	70,419 - 72,531	85,652 - 88,221	112,791 - 116,174	134,118 - 138,141

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

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.