

2021

Alternative Personnel Management System

Richmond, VA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$57,888					\$83,957					\$110,560					\$155,349					\$172,500					
PAY PLAN: ZP	I					II					III					IV					V									
					\$23,676					\$45,190					\$66,879					\$95,322					\$132,497					
					\$54,565					\$79,138					\$104,214					\$146,431					\$172,246					
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$44,970					\$69,025					\$83,957					\$110,560					\$131,466					
PAY PLAN: ZT	I					II					III					IV					V									
					\$23,676					\$36,482					\$55,277					\$66,879					\$95,322					
					\$42,388					\$65,063					\$79,138					\$104,214					\$123,919					
ADMINISTRATIVE										\$69,025					\$92,243					\$131,466					\$155,349					\$172,500
PAY PLAN: ZA	I					II					III					IV					V									
					\$23,676					\$55,277					\$80,161					\$112,641					\$132,497					
					\$65,063					\$86,948					\$123,919					\$146,431					\$172,246					
ADMINISTRATIVE SUPPORT		\$35,541		\$44,970		\$56,086		\$69,025		\$83,957																				
PAY PLAN: ZS	I		II		III		IV		V																					
	\$23,676		\$29,047		\$36,482		\$45,190		\$55,277																					
	\$33,501		\$42,388		\$52,866		\$65,063		\$79,138																					
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 \$6,602.40

2020 rate	2021 rate
19.95	19.95

NIST Locality Increase Differential

$$1.1995 / 1.1995 = 1$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1995** Curr. Yr Rate: **0.1995** 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	23,676 - 42,070	55,277 - 69,353	80,161 - 99,609	112,641 - 127,659	132,497 - 150,163
02	42,071 - 55,866	69,354 - 79,910	99,610 - 114,195	127,660 - 138,922	150,164 - 163,413
03	55,867 - 65,063	79,911 - 86,948	114,196 - 123,919	138,923 - 146,431	163,414 - 172,246
04**	65,064 - 67,015	86,949 - 89,556	123,920 - 127,637	146,432 - 150,824	172,247 - 172,500***
05**	67,016 - 69,025	89,557 - 92,243	127,638 - 131,466	150,825 - 155,349	172,500 - 172,500****

Locality Area: **Richmond, VA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1995** Curr. Yr Rate: **0.1995** 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	23,676 - 28,043	29,047 - 34,976	36,482 - 43,764	45,190 - 54,022	55,277 - 65,882
02	28,044 - 31,318	34,977 - 39,423	43,765 - 49,225	54,023 - 60,647	65,883 - 73,836
03	31,319 - 33,501	39,424 - 42,388	49,226 - 52,866	60,648 - 65,063	73,837 - 79,138
04**	33,502 - 34,506	42,389 - 43,660	52,867 - 54,452	65,064 - 67,015	79,139 - 81,512
05**	34,507 - 35,541	43,661 - 44,970	54,453 - 56,086	67,016 - 69,025	81,513 - 83,957

Locality Area: **Richmond, VA**

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: 0.1995 Curr. Yr Rate: 0.1995 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	23,676 - 37,404	45,190 - 60,278	66,879 - 83,472	95,322 - 118,037	132,497 - 150,163
02	37,405 - 47,701	60,279 - 71,594	83,473 - 95,917	118,038 - 135,073	150,164 - 163,413
03	47,702 - 54,565	71,595 - 79,138	95,918 - 104,214	135,074 - 146,431	163,414 - 172,246
04**	54,566 - 56,202	79,139 - 81,512	104,215 - 107,340	146,432 - 150,824	172,247 - 172,500***
05**	56,203 - 57,888	81,513 - 83,957	107,341 - 110,560	150,825 - 155,349	172,500 - 172,500****

Locality Area: Richmond, VA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.1995 Curr. Yr Rate: 0.1995 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	23,676 - 31,992	36,482 - 49,185	55,277 - 65,882	66,879 - 83,472	95,322 - 108,032
02	31,993 - 38,230	49,186 - 58,712	65,883 - 73,836	83,473 - 95,917	108,033 - 117,564
03	38,231 - 42,388	58,713 - 65,063	73,837 - 79,138	95,918 - 104,214	117,565 - 123,919
04**	42,389 - 43,660	65,064 - 67,015	79,139 - 81,512	104,215 - 107,340	123,920 - 127,637
05**	43,661 - 44,970	67,016 - 69,025	81,513 - 83,957	107,341 - 110,560	127,638 - 131,466

Locality Area: Richmond, VA

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.