

2021

Alternative Personnel Management System

Rest of U.S.

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|----------|---|----------|----------|----------|----------|----------|----------|-----------|-----------|----|----------|-----------|----------|-----------|-----------|-----------|--|-----------|-----------|-----------|--|--|--|-----------|--|--|-----------|--|--|--|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | \$57,888 | | | | | \$82,621 | | | | | \$106,874 | | | | | \$150,168 | | | | | \$172,500 | | | | | | | | | | |
| PAY PLAN: ZP | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | | | | | | | |
| | \$22,886 | | | | \$43,683 | | | | \$64,649 | | | | \$92,143 | | | | \$128,078 | | | | | | | | | | | | | | | | | | |
| | \$54,565 | | | | \$77,879 | | | | \$100,739 | | | | \$141,548 | | | | \$166,502 | | | | | | | | | | | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | \$43,469 | | | | \$66,724 | | | | \$81,158 | | | | \$106,874 | | | | \$127,082 | | | | | | | | | | | | | | | |
| PAY PLAN: ZT | I | | | II | | | III | | | IV | | | V | | | | | | | | | | | | | | | | | | | | | | |
| | \$22,886 | | | \$35,265 | | | \$53,433 | | | \$64,649 | | | \$92,143 | | | | | | | | | | | | | | | | | | | | | | |
| | \$40,974 | | | \$62,894 | | | \$76,499 | | | \$100,739 | | | \$119,787 | | | | | | | | | | | | | | | | | | | | | | |
| ADMINISTRATIVE | | | | | | | \$66,724 | | | | | | | \$89,167 | | | | | | | \$127,082 | | | | | | | \$150,168 | | | | | | | \$172,500 |
| PAY PLAN: ZA | I | | | | | | II | | | | | | III | | | | | | IV | | | | | | V | | | | | | | | | | |
| | \$22,886 | | | | | | \$53,433 | | | | | | \$77,488 | | | | | | \$108,885 | | | | | | \$128,078 | | | | | | | | | | |
| | \$62,894 | | | | | | \$84,049 | | | | | | \$119,787 | | | | | | \$141,548 | | | | | | \$166,502 | | | | | | | | | | |
| ADMINISTRATIVE SUPPORT | | | \$34,357 | | | \$43,469 | | | \$54,215 | | | \$66,724 | | | \$81,158 | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | I | | II | | III | | IV | | V | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$22,886 | | \$28,078 | | \$35,265 | | \$43,683 | | \$53,433 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$32,384 | | \$40,974 | | \$51,103 | | \$62,894 | | \$76,499 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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, \$171,497, Division Chiefs' pay ceiling \$172,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2021 is \$6,382.40

| | |
|-----------|-----------|
| 2020 rate | 2021 rate |
| 15.95 | 15.95 |

NIST Locality Increase Differential

$$1.1595 / 1.1595 = 1$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1595** Curr. Yr Rate: **0.1595** 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 | 22,886 - 40,667 | 53,433 - 67,040 | 77,488 - 96,288 | 108,885 - 123,402 | 128,078 - 145,155 |
| 02 | 40,668 - 54,003 | 67,041 - 77,245 | 96,289 - 110,387 | 123,403 - 134,290 | 145,156 - 157,963 |
| 03 | 54,004 - 62,894 | 77,246 - 84,049 | 110,388 - 119,787 | 134,291 - 141,548 | 157,964 - 166,502 |
| 04** | 62,895 - 64,781 | 84,050 - 86,570 | 119,788 - 123,381 | 141,549 - 145,794 | 166,503 - 171,497*** |
| 05** | 64,782 - 66,724 | 86,571 - 89,167 | 123,382 - 127,082 | 145,795 - 150,168 | 171,498 - 172,500**** |

Locality Area: **Rest of U.S.**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1595** Curr. Yr Rate: **0.1595** 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 | 22,886 - 27,107 | 28,078 - 33,810 | 35,265 - 42,304 | 43,683 - 52,221 | 53,433 - 63,685 |
| 02 | 27,108 - 30,273 | 33,811 - 38,108 | 42,305 - 47,583 | 52,222 - 58,625 | 63,686 - 71,373 |
| 03 | 30,274 - 32,384 | 38,109 - 40,974 | 47,584 - 51,103 | 58,626 - 62,894 | 71,374 - 76,499 |
| 04** | 32,385 - 33,356 | 40,975 - 42,203 | 51,104 - 52,636 | 62,895 - 64,781 | 76,500 - 78,794 |
| 05** | 33,357 - 34,357 | 42,204 - 43,469 | 52,637 - 54,215 | 64,782 - 66,724 | 78,795 - 81,158 |

Locality Area: **Rest of U.S.**

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: 0.1595 Curr. Yr Rate: 0.1595 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 | 22,886 - 36,966 | 43,683 - 58,881 | 64,649 - 80,689 | 92,143 - 114,101 | 128,078 - 145,155 |
| 02 | 36,967 - 47,525 | 58,882 - 70,280 | 80,690 - 92,719 | 114,102 - 130,569 | 145,156 - 157,963 |
| 03 | 47,526 - 54,565 | 70,281 - 77,879 | 92,720 - 100,739 | 130,570 - 141,548 | 157,964 - 166,502 |
| 04** | 54,566 - 56,202 | 77,880 - 80,215 | 100,740 - 103,761 | 141,549 - 145,794 | 166,503 - 171,497*** |
| 05** | 56,203 - 57,888 | 80,216 - 82,621 | 103,762 - 106,874 | 145,795 - 150,168 | 171,498 - 172,500**** |

Locality Area: Rest of U.S.

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.1595 Curr. Yr Rate: 0.1595 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 | 22,886 - 30,925 | 35,265 - 47,545 | 53,433 - 63,685 | 64,649 - 80,689 | 92,143 - 104,429 |
| 02 | 30,926 - 36,954 | 47,546 - 56,754 | 63,686 - 71,373 | 80,690 - 92,719 | 104,430 - 113,644 |
| 03 | 36,955 - 40,974 | 56,755 - 62,894 | 71,374 - 76,499 | 92,720 - 100,739 | 113,645 - 119,787 |
| 04** | 40,975 - 42,203 | 62,895 - 64,781 | 76,500 - 78,794 | 100,740 - 103,761 | 119,788 - 123,381 |
| 05** | 42,204 - 43,469 | 64,782 - 66,724 | 78,795 - 81,158 | 103,762 - 106,874 | 123,382 - 127,082 |

Locality Area: Rest of U.S.

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.