

2020

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,481					\$98,017				\$129,078			\$170,800	\$170,800
PAY PLAN: ZP	I					II					III				IV			V
	\$27,642				\$52,759					\$78,081				\$111,286			\$154,687	
	\$61,722				\$92,390					\$121,668				\$170,800			\$170,800	
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$52,501				\$80,584			\$98,017			\$129,078			\$153,486	
PAY PLAN: ZT	I				II				III			IV			V			
	\$27,642			\$42,592				\$64,535		\$78,081				\$111,286				
	\$49,487			\$75,958				\$92,390		\$121,668				\$144,676				
ADMINISTRATIVE							\$80,584				\$107,684			\$153,486	\$170,800	\$170,800		
PAY PLAN: ZA	I							II				III		IV		V		
	\$27,642						\$64,535			\$93,587			\$131,507	\$154,687				
	\$75,958						\$101,503			\$144,676			\$170,800	\$170,800				
ADMINISTRATIVE SUPPORT	\$41,494	\$52,501	\$65,481	\$80,584	\$98,017													
PAY PLAN: ZS	I	II	III	IV	V													
	\$27,642	\$33,912	\$42,592	\$52,759	\$64,535													
	\$39,112	\$49,487	\$61,722	\$75,958	\$92,390													
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
40.35	41.44

NIST Locality Increase Differential
 $1.4144 / 1.4035 = 1.00777$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.4035** Curr. Yr Rate: **0.4144** Loc. Diff: **1.00777** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	27,642 - 49,116	64,535 - 80,965	93,587 - 116,293	131,507 - 148,971	154,687 - 161,848
02	49,117 - 65,221	80,966 - 93,288	116,294 - 133,323	148,972 - 162,068	161,849 - 167,219
03	65,222 - 75,958	93,289 - 101,503	133,324 - 144,676	162,069 - 170,800	167,220 - 170,800
04**	75,959 - 78,237	101,504 - 104,548	144,677 - 149,016	170,800 - 170,800	170,800 - 170,800***
05**	78,238 - 80,584	104,549 - 107,684	149,017 - 153,486	170,800 - 170,800	170,800 - 170,800****

Locality Area: **San Jose-San Francisco-Oakland, CA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.4035** Curr. Yr Rate: **0.4144** Loc. Diff: **1.00777** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	27,642 - 32,740	33,912 - 40,834	42,592 - 51,094	52,759 - 63,070	64,535 - 76,915
02	32,741 - 36,563	40,835 - 46,026	51,095 - 57,471	63,071 - 70,803	76,916 - 86,200
03	36,564 - 39,112	46,027 - 49,487	57,472 - 61,722	70,804 - 75,958	86,201 - 92,390
04**	39,113 - 40,285	49,488 - 50,972	61,723 - 63,574	75,959 - 78,237	92,391 - 95,162
05**	40,286 - 41,494	50,973 - 52,501	63,575 - 65,481	78,238 - 80,584	95,163 - 98,017

Locality Area: **San Jose-San Francisco-Oakland, CA**

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: 0.4035 Curr. Yr Rate: 0.4144 Loc. Diff: 1.00777 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	27,642 - 42,789	52,759 - 70,373	78,081 - 97,453	111,286 - 137,737	154,687 - 161,848
02	42,790 - 54,149	70,374 - 83,583	97,454 - 111,982	137,738 - 157,575	161,849 - 167,219
03	54,150 - 61,722	83,584 - 92,390	111,983 - 121,668	157,576 - 170,800	167,220 - 170,800
04**	61,723 - 63,574	92,391 - 95,162	121,669 - 125,318	170,800 - 170,800	170,800 - 170,800***
05**	63,575 - 65,481	95,163 - 98,017	125,319 - 129,078	170,800 - 170,800	170,800 - 170,800****

Locality Area: San Jose-San Francisco-Oakland, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 05, 2020

Prev. Yr Rate: 0.4035 Curr. Yr Rate: 0.4144 Loc. Diff: 1.00777 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	27,642 - 37,351	42,592 - 57,421	64,535 - 76,915	78,081 - 97,453	111,286 - 126,126
02	37,352 - 44,633	57,422 - 68,543	76,916 - 86,200	97,454 - 111,982	126,127 - 137,256
03	44,634 - 49,487	68,544 - 75,958	86,201 - 92,390	111,983 - 121,668	137,257 - 144,676
04**	49,488 - 50,972	75,959 - 78,237	92,391 - 95,162	121,669 - 125,318	144,677 - 149,016
05**	50,973 - 52,501	78,238 - 80,584	95,163 - 98,017	125,319 - 129,078	149,017 - 153,486

Locality Area: San Jose-San Francisco-Oakland, CA

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.