

2021

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$66,133					\$98,998				\$130,368			\$172,500	\$172,500	
PAY PLAN: ZP	I					II					III				IV			V	
					\$27,917					\$53,286				\$78,861			\$112,400	\$156,235	
					\$62,337					\$93,316				\$122,884			\$172,500	\$172,500	
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$53,025				\$81,393			\$98,998			\$130,368			\$155,019		
PAY PLAN: ZT	I				II				III			IV			V				
				\$27,917				\$43,018			\$65,180			\$78,861			\$112,400		
				\$49,982				\$76,720			\$93,316			\$122,884			\$146,120		
ADMINISTRATIVE							\$81,393					\$108,770			\$155,019	\$172,500	\$172,500		
PAY PLAN: ZA	I							II					III		IV		V		
							\$27,917					\$65,180			\$94,523			\$132,822	\$156,235
							\$76,720					\$102,526			\$146,120			\$172,500	\$172,500
ADMINISTRATIVE SUPPORT	\$41,909	\$53,025		\$66,133		\$81,393		\$98,998											
PAY PLAN: ZS	I		II		III		IV		V										
	\$27,917		\$34,251		\$43,018		\$53,286		\$65,180										
	\$39,503		\$49,982		\$62,337		\$76,720		\$93,316										
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
41.44	41.44

NIST Locality Increase Differential
 $1.4144 / 1.4144 = 1$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.4144** Curr. Yr Rate: **0.4144** 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	27,917 - 49,607	65,180 - 81,778	94,523 - 117,455	132,822 - 150,457	156,235 - 163,464
02	49,608 - 65,875	81,779 - 94,227	117,456 - 134,654	150,458 - 163,683	163,465 - 168,886
03	65,876 - 76,720	94,228 - 102,526	134,655 - 146,120	163,684 - 172,500	168,887 - 172,500
04**	76,721 - 79,022	102,527 - 105,602	146,121 - 150,504	172,500 - 172,500	172,500 - 172,500***
05**	79,023 - 81,393	105,603 - 108,770	150,505 - 155,019	172,500 - 172,500	172,500 - 172,500****

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

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.4144** Curr. Yr Rate: **0.4144** 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	27,917 - 33,066	34,251 - 41,243	43,018 - 51,604	53,286 - 63,701	65,180 - 77,685
02	33,067 - 36,928	41,244 - 46,486	51,605 - 58,044	63,702 - 71,512	77,686 - 87,064
03	36,929 - 39,503	46,487 - 49,982	58,045 - 62,337	71,513 - 76,720	87,065 - 93,316
04**	39,504 - 40,688	49,983 - 51,481	62,338 - 64,207	76,721 - 79,022	93,317 - 96,115
05**	40,689 - 41,909	51,482 - 53,025	64,208 - 66,133	79,023 - 81,393	96,116 - 98,998

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 03, 2021

Prev. Yr Rate: 0.4144 Curr. Yr Rate: 0.4144 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	27,917 - 43,215	53,286 - 71,077	78,861 - 98,427	112,400 - 139,111	156,235 - 163,464
02	43,216 - 54,688	71,078 - 84,420	98,428 - 113,101	139,112 - 159,144	163,465 - 168,886
03	54,689 - 62,337	84,421 - 93,316	113,102 - 122,884	159,145 - 172,500	168,887 - 172,500
04**	62,338 - 64,207	93,317 - 96,115	122,885 - 126,571	172,500 - 172,500	172,500 - 172,500***
05**	64,208 - 66,133	96,116 - 98,998	126,572 - 130,368	172,500 - 172,500	172,500 - 172,500****

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

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.4144 Curr. Yr Rate: 0.4144 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	27,917 - 37,724	43,018 - 57,997	65,180 - 77,685	78,861 - 98,427	112,400 - 127,387
02	37,725 - 45,079	57,998 - 69,231	77,686 - 87,064	98,428 - 113,101	127,388 - 138,627
03	45,080 - 49,982	69,232 - 76,720	87,065 - 93,316	113,102 - 122,884	138,628 - 146,120
04**	49,983 - 51,481	76,721 - 79,022	93,317 - 96,115	122,885 - 126,571	146,121 - 150,504
05**	51,482 - 53,025	79,023 - 81,393	96,116 - 98,998	126,572 - 130,368	150,505 - 155,019

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.