

2019

Alternative Personnel Management System

Charlotte-Concord, NC-SC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$55,857					\$79,729					\$103,881					\$145,970					\$166,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$22,246				\$42,460				\$62,839				\$89,563				\$124,492																		
	\$52,650				\$75,152				\$97,917				\$137,590				\$161,838																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$42,250				\$64,852				\$78,878				\$103,881				\$123,520															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$22,246			\$34,278			\$51,938			\$62,839			\$89,563																						
	\$39,824			\$61,129			\$74,350			\$97,917			\$116,429																						
ADMINISTRATIVE							\$64,852							\$86,671							\$123,520							\$145,970							\$166,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$22,246						\$51,938						\$75,318						\$105,836						\$124,492										
	\$61,129						\$81,696						\$116,429						\$137,590						\$161,838										
ADMINISTRATIVE SUPPORT			\$33,394			\$42,250			\$52,702			\$64,852			\$78,878																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$22,246		\$27,291		\$34,278		\$42,460		\$51,938																										
	\$31,477		\$39,824		\$49,677		\$61,129		\$74,350																										
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, \$166,500, Division Chiefs' pay ceiling \$166,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2019 is \$6,204.00

2018 rate	2019 rate
16.21	16.79

NIST Locality Increase Differential
 $1.1679 / 1.1621 = 1.00499$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 06, 2019**

Prev. Yr Rate: **0.1621** Curr. Yr Rate: **0.1679** Loc. Diff: **1.00499** Gen. Inc.: **1.4**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	22,246 - 39,527	51,938 - 65,164	75,318 - 93,590	105,836 - 119,949	124,492 - 141,090
02	39,528 - 52,488	65,165 - 75,083	93,591 - 107,293	119,950 - 130,534	141,091 - 153,539
03	52,489 - 61,129	75,084 - 81,696	107,294 - 116,429	130,535 - 137,590	153,540 - 161,838
04**	61,130 - 62,963	81,697 - 84,147	116,430 - 119,922	137,591 - 141,718	161,839 - 166,500***
05**	62,964 - 64,852	84,148 - 86,671	119,923 - 123,520	141,719 - 145,970	166,500 - 166,500****

Locality Area: **Charlotte-Concord, NC-SC**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 06, 2019**

Prev. Yr Rate: **0.1621** Curr. Yr Rate: **0.1679** Loc. Diff: **1.00499** Gen. Inc.: **1.4**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	22,246 - 26,349	27,291 - 32,861	34,278 - 41,122	42,460 - 50,757	51,938 - 61,899
02	26,350 - 29,426	32,862 - 37,039	41,123 - 46,255	50,758 - 56,980	61,900 - 69,370
03	29,427 - 31,477	37,040 - 39,824	46,256 - 49,677	56,981 - 61,129	69,371 - 74,350
04**	31,478 - 32,421	39,825 - 41,019	49,678 - 51,167	61,130 - 62,963	74,351 - 76,581
05**	32,422 - 33,394	41,020 - 42,250	51,168 - 52,702	62,964 - 64,852	76,582 - 78,878

Locality Area: **Charlotte-Concord, NC-SC**

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 06, 2019

Prev. Yr Rate: 0.1621 Curr. Yr Rate: 0.1679 Loc. Diff: 1.00499 Gen. Inc.: 1.4

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	22,246 - 35,759	42,460 - 56,990	62,839 - 78,429	89,563 - 110,908	124,492 - 141,090
02	35,760 - 45,894	56,991 - 67,887	78,430 - 90,122	110,909 - 126,917	141,091 - 153,539
03	45,895 - 52,650	67,888 - 75,152	90,123 - 97,917	126,918 - 137,590	153,540 - 161,838
04**	52,651 - 54,230	75,153 - 77,407	97,918 - 100,855	137,591 - 141,718	161,839 - 166,500***
05**	54,231 - 55,857	77,408 - 79,729	100,856 - 103,881	141,719 - 145,970	166,500 - 166,500****

Locality Area: Charlotte-Concord, NC-SC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 06, 2019

Prev. Yr Rate: 0.1621 Curr. Yr Rate: 0.1679 Loc. Diff: 1.00499 Gen. Inc.: 1.4

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	22,246 - 30,058	34,278 - 46,212	51,938 - 61,899	62,839 - 78,429	89,563 - 101,503
02	30,059 - 35,918	46,213 - 55,162	61,900 - 69,370	78,430 - 90,122	101,504 - 110,459
03	35,919 - 39,824	55,163 - 61,129	69,371 - 74,350	90,123 - 97,917	110,460 - 116,429
04**	39,825 - 41,019	61,130 - 62,963	74,351 - 76,581	97,918 - 100,855	116,430 - 119,922
05**	41,020 - 42,250	62,964 - 64,852	76,582 - 78,878	100,856 - 103,881	119,923 - 123,520

Locality Area: Charlotte-Concord, NC-SC

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.