

2019

Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$55,857					\$79,729					\$102,884					\$144,570					\$166,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$22,033				\$42,053				\$62,236				\$88,704				\$123,298																		
	\$52,650				\$75,152				\$96,978				\$136,271				\$160,286																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$41,844				\$64,230				\$78,121				\$102,884				\$122,335															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$22,033			\$33,949			\$51,440			\$62,236			\$88,704																						
	\$39,442			\$60,543			\$73,637			\$96,978			\$115,313																						
ADMINISTRATIVE							\$64,230							\$85,839							\$122,335							\$144,570							\$166,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$22,033						\$51,440						\$74,596						\$104,821						\$123,298										
	\$60,543						\$80,912						\$115,313						\$136,271						\$160,286										
ADMINISTRATIVE SUPPORT			\$33,073			\$41,844			\$52,196			\$64,230			\$78,121																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$22,033		\$27,030		\$33,949		\$42,053		\$51,440																										
	\$31,175		\$39,442		\$49,200		\$60,543		\$73,637																										
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, \$165,095, Division Chiefs' pay ceiling \$166,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2019 is \$6,144.00

2018 rate	2019 rate
15.37	15.67

NIST Locality Increase Differential
 $1.1567 / 1.1537 = 1.0026$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1537** Curr. Yr Rate: **0.1567** Loc. Diff: **1.0026** Gen. Inc.: **1.4**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	22,033 - 39,149	51,440 - 64,539	74,596 - 92,692	104,821 - 118,799	123,298 - 139,737
02	39,150 - 51,985	64,540 - 74,363	92,693 - 106,265	118,800 - 129,282	139,738 - 152,066
03	51,986 - 60,543	74,364 - 80,912	106,266 - 115,313	129,283 - 136,271	152,067 - 160,286
04**	60,544 - 62,359	80,913 - 83,339	115,314 - 118,772	136,272 - 140,359	160,287 - 165,095***
05**	62,360 - 64,230	83,340 - 85,839	118,773 - 122,335	140,360 - 144,570	165,096 - 166,500****

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

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1537** Curr. Yr Rate: **0.1567** Loc. Diff: **1.0026** Gen. Inc.: **1.4**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	22,033 - 26,096	27,030 - 32,546	33,949 - 40,727	42,053 - 50,271	51,440 - 61,305
02	26,097 - 29,143	32,547 - 36,684	40,728 - 45,811	50,272 - 56,434	61,306 - 68,704
03	29,144 - 31,175	36,685 - 39,442	45,812 - 49,200	56,435 - 60,543	68,705 - 73,637
04**	31,176 - 32,110	39,443 - 40,625	49,201 - 50,676	60,544 - 62,359	73,638 - 75,846
05**	32,111 - 33,073	40,626 - 41,844	50,677 - 52,196	62,360 - 64,230	75,847 - 78,121

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 06, 2019

Prev. Yr Rate: 0.1537 Curr. Yr Rate: 0.1567 Loc. Diff: 1.0026 Gen. Inc.: 1.4

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	22,033 - 35,641	42,053 - 56,764	62,236 - 77,677	88,704 - 109,845	123,298 - 139,737
02	35,642 - 45,846	56,765 - 67,797	77,678 - 89,258	109,846 - 125,701	139,738 - 152,066
03	45,847 - 52,650	67,798 - 75,152	89,259 - 96,978	125,702 - 136,271	152,067 - 160,286
04**	52,651 - 54,230	75,153 - 77,407	96,979 - 99,887	136,272 - 140,359	160,287 - 165,095***
05**	54,231 - 55,857	77,408 - 79,729	99,888 - 102,884	140,360 - 144,570	165,096 - 166,500****

Locality Area: Rest of U.S.

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 06, 2019

Prev. Yr Rate: 0.1537 Curr. Yr Rate: 0.1567 Loc. Diff: 1.0026 Gen. Inc.: 1.4

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	22,033 - 29,770	33,949 - 45,769	51,440 - 61,305	62,236 - 77,677	88,704 - 100,530
02	29,771 - 35,573	45,770 - 54,633	61,306 - 68,704	77,678 - 89,258	100,531 - 109,400
03	35,574 - 39,442	54,634 - 60,543	68,705 - 73,637	89,259 - 96,978	109,401 - 115,313
04**	39,443 - 40,625	60,544 - 62,359	73,638 - 75,846	96,979 - 99,887	115,314 - 118,772
05**	40,626 - 41,844	62,360 - 64,230	75,847 - 78,121	99,888 - 102,884	118,773 - 122,335

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.