

2019

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$63,334					\$94,789					\$124,835					\$166,500					\$166,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$26,734				\$51,026				\$75,515				\$107,630				\$149,606																		
	\$59,698				\$89,348				\$117,669				\$165,346				\$166,500																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,773				\$77,935				\$94,789				\$124,835				\$148,436															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$26,734			\$41,193			\$62,415			\$75,515			\$107,630																						
	\$47,858			\$73,461			\$89,348			\$117,669			\$139,916																						
ADMINISTRATIVE							\$77,935							\$104,155							\$148,436							\$166,500							\$166,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$26,734						\$62,415						\$90,512						\$127,187						\$149,606										
	\$73,461						\$98,176						\$139,916						\$165,346						\$166,500										
ADMINISTRATIVE SUPPORT			\$40,131			\$50,773			\$63,334			\$77,935			\$94,789																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$26,734		\$32,797		\$41,193		\$51,026		\$62,415																										
	\$37,827		\$47,858		\$59,698		\$73,461		\$89,348																										
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 \$6,382.40

2018 rate	2019 rate	NIST Locality Increase Differential
39.28	40.35	1.4035 / 1.3928 = 1.00768

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3928** Curr. Yr Rate: **0.4035** Loc. Diff: **1.00768** Gen. Inc.: **1.4**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	26,734 - 47,502	62,415 - 78,309	90,512 - 112,469	127,187 - 144,147	149,606 - 157,114
02	47,503 - 63,077	78,310 - 90,229	112,470 - 128,937	144,148 - 156,866	157,115 - 162,746
03	63,078 - 73,461	90,230 - 98,176	128,938 - 139,916	156,867 - 165,346	162,747 - 166,500
04**	73,462 - 75,665	98,177 - 101,121	139,917 - 144,113	165,347 - 166,500	166,500 - 166,500***
05**	75,666 - 77,935	101,122 - 104,155	144,114 - 148,436	166,500 - 166,500	166,500 - 166,500****

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

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3928** Curr. Yr Rate: **0.4035** Loc. Diff: **1.00768** Gen. Inc.: **1.4**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	26,734 - 31,664	32,797 - 39,491	41,193 - 49,417	51,026 - 60,997	62,415 - 74,385
02	31,665 - 35,362	39,492 - 44,511	49,418 - 55,586	60,998 - 68,475	74,386 - 83,363
03	35,363 - 37,827	44,512 - 47,858	55,587 - 59,698	68,476 - 73,461	83,364 - 89,348
04**	37,828 - 38,962	47,859 - 49,294	59,699 - 61,489	73,462 - 75,665	89,349 - 92,028
05**	38,963 - 40,131	49,295 - 50,773	61,490 - 63,334	75,666 - 77,935	92,029 - 94,789

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 06, 2019

Prev. Yr Rate: 0.3928 Curr. Yr Rate: 0.4035 Loc. Diff: 1.00768 Gen. Inc.: 1.4

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	26,734 - 41,385	51,026 - 68,058	75,515 - 94,250	107,630 - 133,282	149,606 - 157,114
02	41,386 - 52,373	68,059 - 80,832	94,251 - 108,301	133,283 - 152,520	157,115 - 162,746
03	52,374 - 59,698	80,833 - 89,348	108,302 - 117,669	152,521 - 165,346	162,747 - 166,500
04**	59,699 - 61,489	89,349 - 92,028	117,670 - 121,199	165,347 - 166,500	166,500 - 166,500***
05**	61,490 - 63,334	92,029 - 94,789	121,200 - 124,835	166,500 - 166,500	166,500 - 166,500****

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

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 06, 2019

Prev. Yr Rate: 0.3928 Curr. Yr Rate: 0.4035 Loc. Diff: 1.00768 Gen. Inc.: 1.4

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	26,734 - 36,122	41,193 - 55,534	62,415 - 74,385	75,515 - 94,250	107,630 - 121,979
02	36,123 - 43,164	55,535 - 66,290	74,386 - 83,363	94,251 - 108,301	121,980 - 132,741
03	43,165 - 47,858	66,291 - 73,461	83,364 - 89,348	108,302 - 117,669	132,742 - 139,916
04**	47,859 - 49,294	73,462 - 75,665	89,349 - 92,028	117,670 - 121,199	139,917 - 144,113
05**	49,295 - 50,773	75,666 - 77,935	92,029 - 94,789	121,200 - 124,835	144,114 - 148,436

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.