

2020

Alternative Personnel Management System

International

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$55,702					\$83,381				\$109,803				\$154,285			\$170,800
PAY PLAN: ZP	I				II				III			IV			V						
	\$23,514				\$44,881				\$66,421			\$94,669			\$131,589						
	\$52,505				\$78,594				\$103,500			\$145,428									
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$44,662				\$68,550			\$83,381			\$109,803			\$130,568				
PAY PLAN: ZT	I			II			III		IV		V										
	\$23,514			\$36,232			\$54,898		\$66,421		\$94,669										
	\$42,098			\$64,615			\$78,594		\$103,500		\$123,073										
ADMINISTRATIVE							\$68,550				\$91,604			\$130,568			\$154,285			\$170,800	
PAY PLAN: ZA	I						II			III		IV		V							
	\$23,514						\$54,898			\$79,612		\$111,870		\$131,589							
	\$64,615						\$86,346			\$123,073		\$145,428		\$170,800							
ADMINISTRATIVE SUPPORT	\$35,298	\$44,662		\$55,702		\$68,550		\$83,381													
PAY PLAN: ZS	I		II		III		IV		V												
	\$23,514		\$28,848		\$36,232		\$44,881		\$54,898												
	\$33,272		\$42,098		\$52,505		\$64,615		\$78,594												
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
19.54	20.32

NIST Locality Increase Differential

$$1.2032 / 1.1954 = 1.00653$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1954** Curr. Yr Rate: **0.2032** Loc. Diff: **1.00653** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	23,514 - 41,781	54,898 - 68,875	79,612 - 98,928	111,870 - 126,785	131,589 - 149,016
02	41,782 - 55,481	68,876 - 79,358	98,929 - 113,415	126,786 - 137,971	149,017 - 162,086
03	55,482 - 64,615	79,359 - 86,346	113,416 - 123,073	137,972 - 145,428	162,087 - 170,800
04**	64,616 - 66,553	86,347 - 88,936	123,074 - 126,765	145,429 - 149,791	170,800 - 170,800***
05**	66,554 - 68,550	88,937 - 91,604	126,766 - 130,568	149,792 - 154,285	170,800 - 170,800****

Locality Area: **International**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1954** Curr. Yr Rate: **0.2032** Loc. Diff: **1.00653** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	23,514 - 27,851	28,848 - 34,737	36,232 - 43,464	44,881 - 53,652	54,898 - 65,430
02	27,852 - 31,104	34,738 - 39,154	43,465 - 48,889	53,653 - 60,230	65,431 - 73,328
03	31,105 - 33,272	39,155 - 42,098	48,890 - 52,505	60,231 - 64,615	73,329 - 78,594
04**	33,273 - 34,270	42,099 - 43,361	52,506 - 54,080	64,616 - 66,553	78,595 - 80,952
05**	34,271 - 35,298	43,362 - 44,662	54,081 - 55,702	66,554 - 68,550	80,953 - 83,381

Locality Area: **International**

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: 0.1954 Curr. Yr Rate: 0.2032 Loc. Diff: 1.00653 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	23,514 - 36,399	44,881 - 59,865	66,421 - 82,901	94,669 - 117,229	131,589 - 149,016
02	36,400 - 46,063	59,866 - 71,102	82,902 - 95,260	117,230 - 134,148	149,017 - 162,086
03	46,064 - 52,505	71,103 - 78,594	95,261 - 103,500	134,149 - 145,428	162,087 - 170,800
04**	52,506 - 54,080	78,595 - 80,952	103,501 - 106,605	145,429 - 149,791	170,800 - 170,800***
05**	54,081 - 55,702	80,953 - 83,381	106,606 - 109,803	149,792 - 154,285	170,800 - 170,800****

Locality Area: International

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 05, 2020

Prev. Yr Rate: 0.1954 Curr. Yr Rate: 0.2032 Loc. Diff: 1.00653 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	23,514 - 31,774	36,232 - 48,847	54,898 - 65,430	66,421 - 82,901	94,669 - 107,293
02	31,775 - 37,968	48,848 - 58,308	65,431 - 73,328	82,902 - 95,260	107,294 - 116,761
03	37,969 - 42,098	58,309 - 64,615	73,329 - 78,594	95,261 - 103,500	116,762 - 123,073
04**	42,099 - 43,361	64,616 - 66,553	78,595 - 80,952	103,501 - 106,605	123,074 - 126,765
05**	43,362 - 44,662	66,554 - 68,550	80,953 - 83,381	106,606 - 109,803	126,766 - 130,568

Locality Area: International

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.