

2020

# Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$57,316					\$81,807					\$105,815					\$148,681					\$170,800				
PAY PLAN: ZP	I				II				III				IV				V												
	\$22,660				\$43,251				\$64,009				\$91,231				\$126,810												
	\$54,026				\$77,111				\$99,741				\$140,146				\$164,858												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$43,040					\$66,061					\$80,352					\$105,815					\$125,826				
PAY PLAN: ZT	I				II				III				IV				V												
	\$22,660				\$34,916				\$52,905				\$64,009				\$91,231												
	\$40,569				\$62,269				\$75,740				\$99,741				\$118,603												
ADMINISTRATIVE									\$66,061					\$88,277					\$125,826					\$148,681					\$170,800
PAY PLAN: ZA	I				II				III				IV				V												
	\$22,660				\$52,905				\$76,721				\$107,807				\$126,810												
	\$62,269				\$83,210				\$118,603				\$140,146				\$164,858												
ADMINISTRATIVE SUPPORT	\$34,017	\$43,040	\$53,679	\$66,061	\$80,352																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$22,660	\$27,800	\$34,916	\$43,251	\$52,905																								
	\$32,064	\$40,569	\$50,598	\$62,269	\$75,740																								
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, \$169,804, Division Chiefs' pay ceiling \$170,800

The GS-15, step 10, biweekly gross maximum pay limitation for 2020 is \$6,319.20

2019 rate	2020 rate
15.67	15.95

NIST Locality Increase Differential  
 $1.1595 / 1.1567 = 1.00242$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1567**    Curr. Yr Rate: **0.1595**    Loc. Diff: **1.00242**    Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	22,660 - 40,264	52,905 - 66,374	76,721 - 95,335	107,807 - 122,180	126,810 - 143,720
02	40,265 - 53,467	66,375 - 76,476	95,336 - 109,296	122,181 - 132,960	143,721 - 156,403
03	53,468 - 62,269	76,477 - 83,210	109,297 - 118,603	132,961 - 140,146	156,404 - 164,858
04**	62,270 - 64,137	83,211 - 85,706	118,604 - 122,161	140,147 - 144,350	164,859 - 169,804***
05**	64,138 - 66,061	85,707 - 88,277	122,162 - 125,826	144,351 - 148,681	169,805 - 170,800****

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

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1567**    Curr. Yr Rate: **0.1595**    Loc. Diff: **1.00242**    Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	22,660 - 26,840	27,800 - 33,475	34,916 - 41,886	43,251 - 51,703	52,905 - 63,054
02	26,841 - 29,974	33,476 - 37,731	41,887 - 47,113	51,704 - 58,043	63,055 - 70,666
03	29,975 - 32,064	37,732 - 40,569	47,114 - 50,598	58,044 - 62,269	70,667 - 75,740
04**	32,065 - 33,026	40,570 - 41,786	50,599 - 52,116	62,270 - 64,137	75,741 - 78,012
05**	33,027 - 34,017	41,787 - 43,040	52,117 - 53,679	64,138 - 66,061	78,013 - 80,352

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 05, 2020

Prev. Yr Rate: 0.1567    Curr. Yr Rate: 0.1595    Loc. Diff: 1.00242    Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	22,660 - 36,600	43,251 - 58,300	64,009 - 79,890	91,231 - 112,971	126,810 - 143,720
02	36,601 - 47,056	58,301 - 69,587	79,891 - 91,801	112,972 - 129,276	143,721 - 156,403
03	47,057 - 54,026	69,588 - 77,111	91,802 - 99,741	129,277 - 140,146	156,404 - 164,858
04**	54,027 - 55,647	77,112 - 79,424	99,742 - 102,733	140,147 - 144,350	164,859 - 169,804***
05**	55,648 - 57,316	79,425 - 81,807	102,734 - 105,815	144,351 - 148,681	169,805 - 170,800****

Locality Area: Rest of U.S.

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 05, 2020

Prev. Yr Rate: 0.1567    Curr. Yr Rate: 0.1595    Loc. Diff: 1.00242    Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	22,660 - 30,620	34,916 - 47,073	52,905 - 63,054	64,009 - 79,890	91,231 - 103,396
02	30,621 - 36,589	47,074 - 56,191	63,055 - 70,666	79,891 - 91,801	103,397 - 112,520
03	36,590 - 40,569	56,192 - 62,269	70,667 - 75,740	91,802 - 99,741	112,521 - 118,603
04**	40,570 - 41,786	62,270 - 64,137	75,741 - 78,012	99,742 - 102,733	118,604 - 122,161
05**	41,787 - 43,040	64,138 - 66,061	78,013 - 80,352	102,734 - 105,815	122,162 - 125,826

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.