

2021

# Alternative Personnel Management System

Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$63,341					\$91,328					\$120,266					\$168,987					\$172,500
	I				II				III				IV				V								
PAY PLAN: ZP	\$25,754				\$49,157				\$72,750				\$103,690				\$144,128								
	\$59,705				\$86,085				\$113,362				\$159,286				\$172,500								
SCIENTIFIC AND ENGINEERING TECHNICIAN			\$48,917					\$75,085			\$91,328			\$120,266			\$143,007								
	I		II				III		IV		V														
PAY PLAN: ZT	\$25,754		\$39,684				\$60,129		\$72,750		\$103,690		\$134,798												
	\$46,109		\$70,775				\$86,085		\$113,362		\$134,798		\$172,500												
ADMINISTRATIVE							\$75,085					\$100,341			\$143,007			\$168,987					\$172,500		
	I						II				III		IV		V										
PAY PLAN: ZA	\$25,754						\$60,129				\$87,198		\$122,530		\$144,128										
	\$70,775						\$94,581				\$134,798		\$159,286		\$172,500										
ADMINISTRATIVE SUPPORT	\$38,661	\$48,917	\$61,008		\$75,085						\$91,328														
	I		II		III		IV		V																
PAY PLAN: ZS	\$25,754		\$31,597		\$39,684		\$49,157		\$60,129																
	\$36,442		\$46,109		\$57,506		\$70,775		\$86,085																
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, \$172,500, Division Chiefs' pay ceiling \$172,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2021 is \$6,612.00

2020 rate	2021 rate
30.48	30.48

NIST Locality Increase Differential

$$1.3048 / 1.3048 = 1$$

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA**    Effective: **January 03, 2021**

Prev. Yr Rate: **0.3048**    Curr. Yr Rate: **0.3048**    Loc. Diff: **1**    Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	25,754 - 45,763	60,129 - 75,441	87,198 - 108,354	122,530 - 138,866	144,128 - 156,738
02	45,764 - 60,770	75,442 - 86,925	108,355 - 124,220	138,867 - 151,118	156,739 - 166,195
03	60,771 - 70,775	86,926 - 94,581	124,221 - 134,798	151,119 - 159,286	166,196 - 172,500
04**	70,776 - 72,898	94,582 - 97,418	134,799 - 138,842	159,287 - 164,065	172,500 - 172,500***
05**	72,899 - 75,085	97,419 - 100,341	138,843 - 143,007	164,066 - 168,987	172,500 - 172,500****

Locality Area: **Washington-Baltimore-Arlington, DC-MD-PA-VA-WV**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS**    Effective: **January 03, 2021**

Prev. Yr Rate: **0.3048**    Curr. Yr Rate: **0.3048**    Loc. Diff: **1**    Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	25,754 - 30,504	31,597 - 38,047	39,684 - 47,605	49,157 - 58,765	60,129 - 71,665
02	30,505 - 34,067	38,048 - 42,884	47,606 - 53,546	58,766 - 65,971	71,666 - 80,317
03	34,068 - 36,442	42,885 - 46,109	53,547 - 57,506	65,972 - 70,775	80,318 - 86,085
04**	36,443 - 37,535	46,110 - 47,492	57,507 - 59,231	70,776 - 72,898	86,086 - 88,668
05**	37,536 - 38,661	47,493 - 48,917	59,232 - 61,008	72,899 - 75,085	88,669 - 91,328

Locality Area: **Washington-Baltimore-Arlington, DC-MD-PA-VA-WV**

### 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 03, 2021

Prev. Yr Rate: 0.3048    Curr. Yr Rate: 0.3048    Loc. Diff: 1    Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	25,754 - 40,843	49,157 - 65,569	72,750 - 90,800	103,690 - 128,399	144,128 - 156,738
02	40,844 - 52,160	65,570 - 77,879	90,801 - 104,337	128,400 - 146,931	156,739 - 166,195
03	52,161 - 59,705	77,880 - 86,085	104,338 - 113,362	146,932 - 159,286	166,196 - 172,500
04**	59,706 - 61,496	86,086 - 88,668	113,363 - 116,763	159,287 - 164,065	172,500 - 172,500***
05**	61,497 - 63,341	88,669 - 91,328	116,764 - 120,266	164,066 - 168,987	172,500 - 172,500****

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 03, 2021

Prev. Yr Rate: 0.3048    Curr. Yr Rate: 0.3048    Loc. Diff: 1    Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	25,754 - 34,801	39,684 - 53,502	60,129 - 71,665	72,750 - 90,800	103,690 - 117,516
02	34,802 - 41,586	53,503 - 63,866	71,666 - 80,317	90,801 - 104,337	117,517 - 127,885
03	41,587 - 46,109	63,867 - 70,775	80,318 - 86,085	104,338 - 113,362	127,886 - 134,798
04**	46,110 - 47,492	70,776 - 72,898	86,086 - 88,668	113,363 - 116,763	134,799 - 138,842
05**	47,493 - 48,917	72,899 - 75,085	88,669 - 91,328	116,764 - 120,266	138,843 - 143,007

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

### 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.