

2021

Alternative Personnel Management System

Omaha-Council Bluffs-Fremont, NE-IA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$57,888					\$82,621					\$107,224					\$150,660					\$172,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$22,961				\$43,826				\$64,861				\$92,445				\$128,498												
	\$54,565				\$77,879				\$101,069				\$142,012				\$167,048												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$43,612					\$66,943					\$81,425					\$107,224					\$127,498				
PAY PLAN: ZT	I				II				III				IV				V												
	\$22,961				\$35,381				\$53,608				\$64,861				\$92,445												
	\$41,109				\$63,100				\$76,750				\$101,069				\$120,179												
ADMINISTRATIVE									\$66,943					\$89,460					\$127,498					\$150,660					\$172,500
PAY PLAN: ZA	I				II				III				IV				V												
	\$22,961				\$53,608				\$77,742				\$109,242				\$128,498												
	\$63,100				\$84,324				\$120,179				\$142,012				\$167,048												
ADMINISTRATIVE SUPPORT	\$34,469	\$43,612	\$54,392	\$66,943	\$81,425																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$22,961	\$28,170	\$35,381	\$43,826	\$53,608																								
	\$32,490	\$41,109	\$51,270	\$63,100	\$76,750																								
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, \$172,059, Division Chiefs' pay ceiling \$172,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2021 is \$6,403.20

2020 rate	2021 rate
16.33	16.33

NIST Locality Increase Differential

$$1.1633 / 1.1633 = 1$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1633** Curr. Yr Rate: **0.1633** 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	22,961 - 40,801	53,608 - 67,260	77,742 - 96,603	109,242 - 123,806	128,498 - 145,631
02	40,802 - 54,180	67,261 - 77,498	96,604 - 110,749	123,807 - 134,730	145,632 - 158,481
03	54,181 - 63,100	77,499 - 84,324	110,750 - 120,179	134,731 - 142,012	158,482 - 167,048
04**	63,101 - 64,993	84,325 - 86,854	120,180 - 123,784	142,013 - 146,272	167,049 - 172,059***
05**	64,994 - 66,943	86,855 - 89,460	123,785 - 127,498	146,273 - 150,660	172,060 - 172,500****

Locality Area: **Omaha-Council Bluffs-Fremont, NE-IA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1633** Curr. Yr Rate: **0.1633** 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	22,961 - 27,196	28,170 - 33,921	35,381 - 42,443	43,826 - 52,392	53,608 - 63,893
02	27,197 - 30,372	33,922 - 38,234	42,444 - 47,739	52,393 - 58,817	63,894 - 71,607
03	30,373 - 32,490	38,235 - 41,109	47,740 - 51,270	58,818 - 63,100	71,608 - 76,750
04**	32,491 - 33,465	41,110 - 42,342	51,271 - 52,808	63,101 - 64,993	76,751 - 79,053
05**	33,466 - 34,469	42,343 - 43,612	52,809 - 54,392	64,994 - 66,943	79,054 - 81,425

Locality Area: **Omaha-Council Bluffs-Fremont, NE-IA**

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: 0.1633 Curr. Yr Rate: 0.1633 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	22,961 - 37,007	43,826 - 58,961	64,861 - 80,953	92,445 - 114,475	128,498 - 145,631
02	37,008 - 47,542	58,962 - 70,312	80,954 - 93,023	114,476 - 130,997	145,632 - 158,481
03	47,543 - 54,565	70,313 - 77,879	93,024 - 101,069	130,998 - 142,012	158,482 - 167,048
04**	54,566 - 56,202	77,880 - 80,215	101,070 - 104,101	142,013 - 146,272	167,049 - 172,059***
05**	56,203 - 57,888	80,216 - 82,621	104,102 - 107,224	146,273 - 150,660	172,060 - 172,500****

Locality Area: Omaha-Council Bluffs-Fremont, NE-IA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.1633 Curr. Yr Rate: 0.1633 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	22,961 - 31,027	35,381 - 47,701	53,608 - 63,893	64,861 - 80,953	92,445 - 104,771
02	31,028 - 37,076	47,702 - 56,940	63,894 - 71,607	80,954 - 93,023	104,772 - 114,016
03	37,077 - 41,109	56,941 - 63,100	71,608 - 76,750	93,024 - 101,069	114,017 - 120,179
04**	41,110 - 42,342	63,101 - 64,993	76,751 - 79,053	101,070 - 104,101	120,180 - 123,784
05**	42,343 - 43,612	64,994 - 66,943	79,054 - 81,425	104,102 - 107,224	123,785 - 127,498

Locality Area: Omaha-Council Bluffs-Fremont, NE-IA

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.