

2021

Alternative Personnel Management System

Albany-Schenectady, NY-MA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$57,888					\$82,621					\$108,652					\$152,668					\$172,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$23,267				\$44,410				\$65,725				\$93,677				\$130,210												
	\$54,565				\$77,879				\$102,415				\$143,904				\$169,273												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$44,193					\$67,834					\$82,509					\$108,652					\$129,197				
PAY PLAN: ZT	I				II				III				IV				V												
	\$23,267				\$35,852				\$54,323				\$65,725				\$93,677												
	\$41,656				\$63,940				\$77,773				\$102,415				\$121,781												
ADMINISTRATIVE									\$67,834					\$90,651					\$129,197					\$152,668					\$172,500
PAY PLAN: ZA	I				II				III				IV				V												
	\$23,267				\$54,323				\$78,778				\$110,698				\$130,210												
	\$63,940				\$85,448				\$121,781				\$143,904				\$169,273												
ADMINISTRATIVE SUPPORT	\$34,928	\$44,193	\$55,117	\$67,834	\$82,509																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$23,267	\$28,546	\$35,852	\$44,410	\$54,323																								
	\$32,923	\$41,656	\$51,953	\$63,940	\$77,773																								
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 \$6,488.80

2020 rate	2021 rate
17.88	17.88

NIST Locality Increase Differential

$$1.1788 / 1.1788 = 1$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1788** Curr. Yr Rate: **0.1788** 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	23,267 - 41,344	54,323 - 68,156	78,778 - 97,890	110,698 - 125,456	130,210 - 147,571
02	41,345 - 54,902	68,157 - 78,531	97,891 - 112,225	125,457 - 136,525	147,572 - 160,592
03	54,903 - 63,940	78,532 - 85,448	112,226 - 121,781	136,526 - 143,904	160,593 - 169,273
04**	63,941 - 65,858	85,449 - 88,011	121,782 - 125,434	143,905 - 148,221	169,274 - 172,500***
05**	65,859 - 67,834	88,012 - 90,651	125,435 - 129,197	148,222 - 152,668	172,500 - 172,500****

Locality Area: **Albany-Schenectady, NY-MA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1788** Curr. Yr Rate: **0.1788** 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	23,267 - 27,559	28,546 - 34,373	35,852 - 43,008	44,410 - 53,090	54,323 - 64,745
02	27,560 - 30,777	34,374 - 38,743	43,009 - 48,375	53,091 - 59,600	64,746 - 72,562
03	30,778 - 32,923	38,744 - 41,656	48,376 - 51,953	59,601 - 63,940	72,563 - 77,773
04**	32,924 - 33,911	41,657 - 42,906	51,954 - 53,512	63,941 - 65,858	77,774 - 80,106
05**	33,912 - 34,928	42,907 - 44,193	53,513 - 55,117	65,859 - 67,834	80,107 - 82,509

Locality Area: **Albany-Schenectady, NY-MA**

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: 0.1788 Curr. Yr Rate: 0.1788 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	23,267 - 37,177	44,410 - 59,285	65,725 - 82,032	93,677 - 116,000	130,210 - 147,571
02	37,178 - 47,610	59,286 - 70,441	82,033 - 94,262	116,001 - 132,742	147,572 - 160,592
03	47,611 - 54,565	70,442 - 77,879	94,263 - 102,415	132,743 - 143,904	160,593 - 169,273
04**	54,566 - 56,202	77,880 - 80,215	102,416 - 105,487	143,905 - 148,221	169,274 - 172,500***
05**	56,203 - 57,888	80,216 - 82,621	105,488 - 108,652	148,222 - 152,668	172,500 - 172,500****

Locality Area: Albany-Schenectady, NY-MA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.1788 Curr. Yr Rate: 0.1788 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	23,267 - 31,440	35,852 - 48,336	54,323 - 64,745	65,725 - 82,032	93,677 - 106,168
02	31,441 - 37,570	48,337 - 57,698	64,746 - 72,562	82,033 - 94,262	106,169 - 115,536
03	37,571 - 41,656	57,699 - 63,940	72,563 - 77,773	94,263 - 102,415	115,537 - 121,781
04**	41,657 - 42,906	63,941 - 65,858	77,774 - 80,106	102,416 - 105,487	121,782 - 125,434
05**	42,907 - 44,193	65,859 - 67,834	80,107 - 82,509	105,488 - 108,652	125,435 - 129,197

Locality Area: Albany-Schenectady, NY-MA

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.