

2023

# Alternative Personnel Management System

Birmingham-Hoover-Talladega, AL

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,590					\$87,900					\$115,130					\$161,777					\$183,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$32,589				\$47,060				\$69,646				\$99,265				\$137,978												
	\$58,054				\$82,854				\$108,521				\$152,490				\$179,368												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$46,831					\$71,883					\$87,428					\$115,130					\$136,901				
PAY PLAN: ZT	I				II				III				IV				V												
	\$32,589				\$37,990				\$57,564				\$69,646				\$99,265												
	\$44,143				\$67,756				\$82,410				\$108,521				\$129,043												
ADMINISTRATIVE									\$71,883					\$96,051					\$136,901					\$161,777					\$183,500
PAY PLAN: ZA	I								II				III				IV				V								
	\$32,589								\$57,564				\$83,477				\$117,302				\$137,978								
	\$67,756								\$90,537				\$129,043				\$152,490				\$179,368								
ADMINISTRATIVE SUPPORT			\$42,541			\$46,831			\$58,404			\$71,883			\$87,428														
PAY PLAN: ZS	I		II		III		IV		V																				
	\$32,589		\$33,906		\$37,990		\$47,060		\$57,564																				
	\$40,099		\$44,143		\$55,051		\$67,756		\$82,410																				
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, \$183,500, Division Chiefs' pay ceiling \$183,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2023 is \$6,876.00

2022 rate	2023 rate
16.81	17.41

NIST Locality Increase Differential  
 $1.1741 / 1.1681 = 1.00514$

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA**    Effective: **January 01, 2023**

Prev. Yr Rate: **0.1681**    Curr. Yr Rate: **0.1741**    Loc. Diff: **1.00514**    Gen. Inc.: **4.1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	32,589 - 48,219	57,564 - 72,219	83,477 - 103,729	117,302 - 132,941	137,978 - 156,374
02	48,220 - 59,941	72,220 - 83,210	103,730 - 118,917	132,942 - 144,670	156,375 - 170,170
03	59,942 - 67,756	83,211 - 90,537	118,918 - 129,043	144,671 - 152,490	170,171 - 179,368
04**	67,757 - 69,789	90,538 - 93,253	129,044 - 132,914	152,491 - 157,065	179,369 - 183,500***
05**	69,790 - 71,883	93,254 - 96,051	132,915 - 136,901	157,066 - 161,777	183,500 - 183,500****

Locality Area: **Birmingham-Hoover-Talladega, AL**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS**    Effective: **January 01, 2023**

Prev. Yr Rate: **0.1681**    Curr. Yr Rate: **0.1741**    Loc. Diff: **1.00514**    Gen. Inc.: **4.1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	32,589 - 35,927	33,906 - 38,456	37,990 - 45,573	47,060 - 56,258	57,564 - 68,607
02	35,928 - 38,430	38,457 - 41,868	45,574 - 51,260	56,259 - 63,157	68,608 - 76,889
03	38,431 - 40,099	41,869 - 44,143	51,261 - 55,051	63,158 - 67,756	76,890 - 82,410
04**	40,100 - 41,302	44,144 - 45,467	55,052 - 56,703	67,757 - 69,789	82,411 - 84,882
05**	41,303 - 42,541	45,468 - 46,831	56,704 - 58,404	69,790 - 71,883	84,883 - 87,428

Locality Area: **Birmingham-Hoover-Talladega, AL**

### 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 01, 2023

Prev. Yr Rate: 0.1681    Curr. Yr Rate: 0.1741    Loc. Diff: 1.00514    Gen. Inc.: 4.1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	32,589 - 43,907	47,060 - 62,968	69,646 - 86,924	99,265 - 122,921	137,978 - 156,374
02	43,908 - 52,395	62,969 - 74,900	86,925 - 99,882	122,922 - 140,662	156,375 - 170,170
03	52,396 - 58,054	74,901 - 82,854	99,883 - 108,521	140,663 - 152,490	170,171 - 179,368
04**	58,055 - 59,796	82,855 - 85,340	108,522 - 111,777	152,491 - 157,065	179,369 - 183,500***
05**	59,797 - 61,590	85,341 - 87,900	111,778 - 115,130	157,066 - 161,777	183,500 - 183,500****

Locality Area: Birmingham-Hoover-Talladega, AL

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 01, 2023

Prev. Yr Rate: 0.1681    Curr. Yr Rate: 0.1741    Loc. Diff: 1.00514    Gen. Inc.: 4.1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	32,589 - 37,724	37,990 - 51,219	57,564 - 68,607	69,646 - 86,924	99,265 - 112,500
02	37,725 - 41,575	51,220 - 61,141	68,608 - 76,889	86,925 - 99,882	112,501 - 122,426
03	41,576 - 44,143	61,142 - 67,756	76,890 - 82,410	99,883 - 108,521	122,427 - 129,043
04**	44,144 - 45,467	67,757 - 69,789	82,411 - 84,882	108,522 - 111,777	129,044 - 132,914
05**	45,468 - 46,831	69,790 - 71,883	84,883 - 87,428	111,778 - 115,130	132,915 - 136,901

Locality Area: Birmingham-Hoover-Talladega, AL

### 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.