

2023

Alternative Personnel Management System

Boston-Worcester-Lawrence, MA-NH-ME-CT

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,189					\$97,586					\$128,505					\$180,570					\$183,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$32,589				\$52,527				\$77,738				\$110,798				\$154,007												
	\$61,447				\$91,984				\$121,128				\$170,205				\$183,500												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$52,271					\$80,234					\$97,586					\$128,505					\$152,806				
PAY PLAN: ZT	I				II				III				IV				V												
	\$32,589				\$42,404				\$64,251				\$77,738				\$110,798												
	\$49,271				\$75,628				\$91,984				\$121,128				\$144,034												
ADMINISTRATIVE									\$80,234					\$107,210					\$152,806					\$180,570					\$183,500
PAY PLAN: ZA	I				II				III				IV				V												
	\$32,589				\$64,251				\$93,175				\$130,929				\$154,007												
	\$75,628				\$101,055				\$144,034				\$170,205				\$183,500												
ADMINISTRATIVE SUPPORT	\$42,541	\$52,271	\$65,189	\$80,234	\$97,586																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$32,589	\$33,906	\$42,404	\$52,527	\$64,251																								
	\$40,099	\$49,271	\$61,447	\$75,628	\$91,984																								
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 \$7,034.40

2022 rate	2023 rate
30.09	31.05

NIST Locality Increase Differential
 $1.3105 / 1.3009 = 1.00738$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3009** Curr. Yr Rate: **0.3105** Loc. Diff: **1.00738** 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 - 51,717	64,251 - 80,608	93,175 - 115,779	130,929 - 148,385	154,007 - 167,115
02	51,718 - 66,064	80,609 - 92,876	115,780 - 132,732	148,386 - 161,477	167,116 - 176,946
03	66,065 - 75,628	92,877 - 101,055	132,733 - 144,034	161,478 - 170,205	176,947 - 183,500
04**	75,629 - 77,897	101,056 - 104,087	144,035 - 148,355	170,206 - 175,311	183,500 - 183,500***
05**	77,898 - 80,234	104,088 - 107,210	148,356 - 152,806	175,312 - 180,570	183,500 - 183,500****

Locality Area: **Boston-Worcester-Lawrence, MA-NH-ME-CT**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3009** Curr. Yr Rate: **0.3105** Loc. Diff: **1.00738** 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 - 40,735	42,404 - 50,868	52,527 - 62,794	64,251 - 76,577
02	35,928 - 38,430	40,736 - 45,857	50,869 - 57,215	62,795 - 70,494	76,578 - 85,821
03	38,431 - 40,099	45,858 - 49,271	57,216 - 61,447	70,495 - 75,628	85,822 - 91,984
04**	40,100 - 41,302	49,272 - 50,749	61,448 - 63,290	75,629 - 77,897	91,985 - 94,744
05**	41,303 - 42,541	50,750 - 52,271	63,291 - 65,189	77,898 - 80,234	94,745 - 97,586

Locality Area: **Boston-Worcester-Lawrence, MA-NH-ME-CT**

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: 0.3009 Curr. Yr Rate: 0.3105 Loc. Diff: 1.00738 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 - 45,415	52,527 - 70,063	77,738 - 97,022	110,798 - 137,201	154,007 - 167,115
02	45,416 - 55,034	70,064 - 83,216	97,023 - 111,486	137,202 - 157,003	167,116 - 176,946
03	55,035 - 61,447	83,217 - 91,984	111,487 - 121,128	157,004 - 170,205	176,947 - 183,500
04**	61,448 - 63,290	91,985 - 94,744	121,129 - 124,762	170,206 - 175,311	183,500 - 183,500***
05**	63,291 - 65,189	94,745 - 97,586	124,763 - 128,505	175,312 - 180,570	183,500 - 183,500****

Locality Area: Boston-Worcester-Lawrence, MA-NH-ME-CT

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.3009 Curr. Yr Rate: 0.3105 Loc. Diff: 1.00738 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 - 40,003	42,404 - 57,170	64,251 - 76,577	77,738 - 97,022	110,798 - 125,570
02	40,004 - 45,564	57,171 - 68,245	76,578 - 85,821	97,023 - 111,486	125,571 - 136,648
03	45,565 - 49,271	68,246 - 75,628	85,822 - 91,984	111,487 - 121,128	136,649 - 144,034
04**	49,272 - 50,749	75,629 - 77,897	91,985 - 94,744	121,129 - 124,762	144,035 - 148,355
05**	50,750 - 52,271	77,898 - 80,234	94,745 - 97,586	124,763 - 128,505	148,356 - 152,806

Locality Area: Boston-Worcester-Lawrence, MA-NH-ME-CT

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.