

2023

Alternative Personnel Management System

Colorado Springs, CO

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,590					\$88,694					\$116,797					\$164,119					\$183,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$32,589				\$47,742				\$70,655				\$100,703				\$139,976												
	\$58,054				\$83,603				\$110,092				\$154,698				\$181,966												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$47,509					\$72,923					\$88,694					\$116,797					\$138,883				
PAY PLAN: ZT	I				II				III				IV				V												
	\$32,589				\$38,540				\$58,397				\$70,655				\$100,703												
	\$44,782				\$68,737				\$83,603				\$110,092				\$130,911												
ADMINISTRATIVE									\$72,923					\$97,441					\$138,883					\$164,119					\$183,500
PAY PLAN: ZA	I				II				III				IV				V												
	\$32,589				\$58,397				\$84,686				\$119,000				\$139,976												
	\$68,737				\$91,848				\$130,911				\$154,698				\$181,966												
ADMINISTRATIVE SUPPORT	\$42,541	\$47,509	\$59,249	\$72,923	\$88,694																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$32,589	\$33,906	\$38,540	\$47,742	\$58,397																								
	\$40,099	\$44,782	\$55,848	\$68,737	\$83,603																								
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 \$6,975.20

2022 rate	2023 rate
18.42	19.11

NIST Locality Increase Differential
 $1.1911 / 1.1842 = 1.00583$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1842** Curr. Yr Rate: **0.1911** Loc. Diff: **1.00583** 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 - 48,655	58,397 - 73,264	84,686 - 105,230	119,000 - 134,866	139,976 - 158,638
02	48,656 - 60,704	73,265 - 84,414	105,231 - 120,639	134,867 - 146,765	158,639 - 172,635
03	60,705 - 68,737	84,415 - 91,848	120,640 - 130,911	146,766 - 154,698	172,636 - 181,966
04**	68,738 - 70,799	91,849 - 94,603	130,912 - 134,838	154,699 - 159,339	181,967 - 183,500***
05**	70,800 - 72,923	94,604 - 97,441	134,839 - 138,883	159,340 - 164,119	183,500 - 183,500****

Locality Area: **Colorado Springs, CO**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1842** Curr. Yr Rate: **0.1911** Loc. Diff: **1.00583** 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 - 38,740	38,540 - 46,232	47,742 - 57,073	58,397 - 69,600
02	35,928 - 38,430	38,741 - 42,365	46,233 - 52,002	57,074 - 64,071	69,601 - 78,002
03	38,431 - 40,099	42,366 - 44,782	52,003 - 55,848	64,072 - 68,737	78,003 - 83,603
04**	40,100 - 41,302	44,783 - 46,125	55,849 - 57,523	68,738 - 70,799	83,604 - 86,111
05**	41,303 - 42,541	46,126 - 47,509	57,524 - 59,249	70,800 - 72,923	86,112 - 88,694

Locality Area: **Colorado Springs, CO**

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: 0.1842 Curr. Yr Rate: 0.1911 Loc. Diff: 1.00583 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	47,742 - 63,680	70,655 - 88,183	100,703 - 124,701	139,976 - 158,638
02	43,908 - 52,395	63,681 - 75,634	88,184 - 101,328	124,702 - 142,699	158,639 - 172,635
03	52,396 - 58,054	75,635 - 83,603	101,329 - 110,092	142,700 - 154,698	172,636 - 181,966
04**	58,055 - 59,796	83,604 - 86,111	110,093 - 113,395	154,699 - 159,339	181,967 - 183,500***
05**	59,797 - 61,590	86,112 - 88,694	113,396 - 116,797	159,340 - 164,119	183,500 - 183,500****

Locality Area: Colorado Springs, CO

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.1842 Curr. Yr Rate: 0.1911 Loc. Diff: 1.00583 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 - 38,008	38,540 - 51,961	58,397 - 69,600	70,655 - 88,183	100,703 - 114,129
02	38,009 - 42,072	51,962 - 62,027	69,601 - 78,002	88,184 - 101,328	114,130 - 124,198
03	42,073 - 44,782	62,028 - 68,737	78,003 - 83,603	101,329 - 110,092	124,199 - 130,911
04**	44,783 - 46,125	68,738 - 70,799	83,604 - 86,111	110,093 - 113,395	130,912 - 134,838
05**	46,126 - 47,509	70,800 - 72,923	86,112 - 88,694	113,396 - 116,797	134,839 - 138,883

Locality Area: Colorado Springs, CO

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.