

2023

# Alternative Personnel Management System

Charlotte-Concord, NC-SC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,590					\$88,337					\$116,326					\$163,457					\$183,500					
PAY PLAN: ZP	I					II					III					IV					V									
	\$32,589					\$47,549					\$70,370					\$100,297					\$139,412									
	\$58,054					\$83,266					\$109,649					\$154,074					\$181,232									
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$47,317					\$72,629					\$88,337					\$116,326					\$138,325					
PAY PLAN: ZT	I					II					III					IV					V									
	\$32,589					\$38,385					\$58,162					\$70,370					\$100,297									
	\$44,601					\$68,460					\$83,266					\$109,649					\$130,384									
ADMINISTRATIVE										\$72,629					\$97,049					\$138,325					\$163,457					\$183,500
PAY PLAN: ZA	I					II					III					IV					V									
	\$32,589					\$58,162					\$84,345					\$118,521					\$139,412									
	\$68,460					\$91,478					\$130,384					\$154,074					\$181,232									
ADMINISTRATIVE SUPPORT		\$42,541	\$47,317		\$59,011	\$72,629		\$88,337																						
PAY PLAN: ZS	I	II	III	IV	V																									
	\$32,589	\$33,906	\$38,385	\$47,549	\$58,162																									
	\$40,099	\$44,601	\$55,623	\$68,460	\$83,266																									
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 \$6,947.20

2022 rate	2023 rate
18.06	18.63

NIST Locality Increase Differential  
 $1.1863 / 1.1806 = 1.00483$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1806**    Curr. Yr Rate: **0.1863**    Loc. Diff: **1.00483**    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 - 48,532	58,162 - 72,969	84,345 - 104,807	118,521 - 134,322	139,412 - 157,999
02	48,533 - 60,489	72,970 - 84,074	104,808 - 120,153	134,323 - 146,173	158,000 - 171,939
03	60,490 - 68,460	84,075 - 91,478	120,154 - 130,384	146,174 - 154,074	171,940 - 181,232
04**	68,461 - 70,514	91,479 - 94,222	130,385 - 134,296	154,075 - 158,696	181,233 - 183,500***
05**	70,515 - 72,629	94,223 - 97,049	134,297 - 138,325	158,697 - 163,457	183,500 - 183,500****

Locality Area: **Charlotte-Concord, NC-SC**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1806**    Curr. Yr Rate: **0.1863**    Loc. Diff: **1.00483**    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 - 38,659	38,385 - 46,046	47,549 - 56,843	58,162 - 69,319
02	35,928 - 38,430	38,660 - 42,224	46,047 - 51,792	56,844 - 63,813	69,320 - 77,687
03	38,431 - 40,099	42,225 - 44,601	51,793 - 55,623	63,814 - 68,460	77,688 - 83,266
04**	40,100 - 41,302	44,602 - 45,939	55,624 - 57,292	68,461 - 70,514	83,267 - 85,764
05**	41,303 - 42,541	45,940 - 47,317	57,293 - 59,011	70,515 - 72,629	85,765 - 88,337

Locality Area: **Charlotte-Concord, NC-SC**

### 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: 0.1806    Curr. Yr Rate: 0.1863    Loc. Diff: 1.00483    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	47,549 - 63,423	70,370 - 87,827	100,297 - 124,198	139,412 - 157,999
02	43,908 - 52,395	63,424 - 75,329	87,828 - 100,920	124,199 - 142,124	158,000 - 171,939
03	52,396 - 58,054	75,330 - 83,266	100,921 - 109,649	142,125 - 154,074	171,940 - 181,232
04**	58,055 - 59,796	83,267 - 85,764	109,650 - 112,938	154,075 - 158,696	181,233 - 183,500***
05**	59,797 - 61,590	85,765 - 88,337	112,939 - 116,326	158,697 - 163,457	183,500 - 183,500****

Locality Area: Charlotte-Concord, NC-SC

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 01, 2023

Prev. Yr Rate: 0.1806    Curr. Yr Rate: 0.1863    Loc. Diff: 1.00483    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 - 37,928	38,385 - 51,752	58,162 - 69,319	70,370 - 87,827	100,297 - 113,669
02	37,929 - 41,932	51,753 - 61,777	69,320 - 77,687	87,828 - 100,920	113,670 - 123,698
03	41,933 - 44,601	61,778 - 68,460	77,688 - 83,266	100,921 - 109,649	123,699 - 130,384
04**	44,602 - 45,939	68,461 - 70,514	83,267 - 85,764	109,650 - 112,938	130,385 - 134,296
05**	45,940 - 47,317	70,515 - 72,629	85,765 - 88,337	112,939 - 116,326	134,297 - 138,325

Locality Area: Charlotte-Concord, NC-SC

### 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.