

2023

# Alternative Personnel Management System

Philadelphia-Reading-Camden, PA-NJ-DE-MD

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$63,592					\$95,196					\$125,357					\$176,148					\$183,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$32,589				\$51,241				\$75,833				\$108,084				\$150,235																		
	\$59,942				\$89,731				\$118,161				\$166,036				\$183,500																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,991				\$78,268				\$95,196				\$125,357				\$149,063															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$32,589			\$41,365			\$62,677			\$75,833			\$108,084																						
	\$48,064			\$73,775			\$89,731			\$118,161			\$140,506																						
ADMINISTRATIVE							\$78,268							\$104,583							\$149,063							\$176,148							\$183,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$32,589						\$62,677						\$90,893						\$127,722						\$150,235										
	\$73,775						\$98,580						\$140,506						\$166,036						\$183,500										
ADMINISTRATIVE SUPPORT			\$42,541			\$50,991			\$63,592			\$78,268			\$95,196																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$32,589		\$33,906		\$41,365		\$51,241		\$62,677																										
	\$40,099		\$48,064		\$59,942		\$73,775		\$89,731																										
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
26.95	27.84

NIST Locality Increase Differential  
 $1.2784 / 1.2695 = 1.00701$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.2695**    Curr. Yr Rate: **0.2784**    Loc. Diff: **1.00701**    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 - 50,894	62,677 - 78,634	90,893 - 112,943	127,722 - 144,750	150,235 - 165,019
02	50,895 - 64,623	78,635 - 90,602	112,944 - 129,481	144,751 - 157,522	165,020 - 176,108
03	64,624 - 73,775	90,603 - 98,580	129,482 - 140,506	157,523 - 166,036	176,109 - 183,500
04**	73,776 - 75,988	98,581 - 101,537	140,507 - 144,721	166,037 - 171,017	183,500 - 183,500***
05**	75,989 - 78,268	101,538 - 104,583	144,722 - 149,063	171,018 - 176,148	183,500 - 183,500****

Locality Area: **Philadelphia-Reading-Camden, PA-NJ-DE-MD**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2695**    Curr. Yr Rate: **0.2784**    Loc. Diff: **1.00701**    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 - 40,198	41,365 - 49,621	51,241 - 61,256	62,677 - 74,701
02	35,928 - 38,430	40,199 - 44,918	49,622 - 55,814	61,257 - 68,767	74,702 - 83,719
03	38,431 - 40,099	44,919 - 48,064	55,815 - 59,942	68,768 - 73,775	83,720 - 89,731
04**	40,100 - 41,302	48,065 - 49,506	59,943 - 61,740	73,776 - 75,988	89,732 - 92,423
05**	41,303 - 42,541	49,507 - 50,991	61,741 - 63,592	75,989 - 78,268	92,424 - 95,196

Locality Area: **Philadelphia-Reading-Camden, PA-NJ-DE-MD**

### 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: 0.2695    Curr. Yr Rate: 0.2784    Loc. Diff: 1.00701    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 - 44,746	51,241 - 68,348	75,833 - 94,645	108,084 - 133,840	150,235 - 165,019
02	44,747 - 53,864	68,349 - 81,178	94,646 - 108,755	133,841 - 153,158	165,020 - 176,108
03	53,865 - 59,942	81,179 - 89,731	108,756 - 118,161	153,159 - 166,036	176,109 - 183,500
04**	59,943 - 61,740	89,732 - 92,423	118,162 - 121,706	166,037 - 171,017	183,500 - 183,500***
05**	61,741 - 63,592	92,424 - 95,196	121,707 - 125,357	171,018 - 176,148	183,500 - 183,500****

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 01, 2023

Prev. Yr Rate: 0.2695    Curr. Yr Rate: 0.2784    Loc. Diff: 1.00701    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 - 39,467	41,365 - 55,769	62,677 - 74,701	75,833 - 94,645	108,084 - 122,494
02	39,468 - 44,625	55,770 - 66,573	74,702 - 83,719	94,646 - 108,755	122,495 - 133,301
03	44,626 - 48,064	66,574 - 73,775	83,720 - 89,731	108,756 - 118,161	133,302 - 140,506
04**	48,065 - 49,506	73,776 - 75,988	89,732 - 92,423	118,162 - 121,706	140,507 - 144,721
05**	49,507 - 50,991	75,989 - 78,268	92,424 - 95,196	121,707 - 125,357	144,722 - 149,063

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

### 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.