

2023

Alternative Personnel Management System

Portland-Vancouver-Salem, OR-WA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$62,482					\$93,066					\$122,554					\$172,208					\$183,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$32,589				\$50,094				\$74,137				\$105,666				\$146,874																		
	\$58,895				\$87,723				\$115,518				\$162,322				\$183,500																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$49,851				\$76,518				\$93,066				\$122,554				\$145,729															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$32,589			\$40,440			\$61,275			\$74,137			\$105,666																						
	\$46,989			\$72,125			\$87,723			\$115,518			\$137,363																						
ADMINISTRATIVE							\$76,518							\$102,244							\$145,729							\$172,208							\$183,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$32,589						\$61,275						\$88,860						\$124,865						\$146,874										
	\$72,125						\$96,375						\$137,363						\$162,322						\$183,500										
ADMINISTRATIVE SUPPORT			\$42,541			\$49,851			\$62,170			\$76,518			\$93,066																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$32,589		\$33,906		\$40,440		\$50,094		\$61,275																										
	\$40,099		\$46,989		\$58,601		\$72,125		\$87,723																										
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
24.34	24.98

NIST Locality Increase Differential
 $1.2498 / 1.2434 = 1.00515$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2434** Curr. Yr Rate: **0.2498** Loc. Diff: **1.00515** 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 - 50,161	61,275 - 76,875	88,860 - 110,417	124,865 - 141,513	146,874 - 163,152
02	50,162 - 63,339	76,876 - 88,575	110,418 - 126,585	141,514 - 153,998	163,153 - 175,361
03	63,340 - 72,125	88,576 - 96,375	126,586 - 137,363	153,999 - 162,322	175,362 - 183,500
04**	72,126 - 74,289	96,376 - 99,266	137,364 - 141,484	162,323 - 167,192	183,500 - 183,500***
05**	74,290 - 76,518	99,267 - 102,244	141,485 - 145,729	167,193 - 172,208	183,500 - 183,500****

Locality Area: **Portland-Vancouver-Salem, OR-WA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2434** Curr. Yr Rate: **0.2498** Loc. Diff: **1.00515** 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 - 39,721	40,440 - 48,512	50,094 - 59,886	61,275 - 73,030
02	35,928 - 38,430	39,722 - 44,082	48,513 - 54,565	59,887 - 67,229	73,031 - 81,846
03	38,431 - 40,099	44,083 - 46,989	54,566 - 58,601	67,230 - 72,125	81,847 - 87,723
04**	40,100 - 41,302	46,990 - 48,399	58,602 - 60,359	72,126 - 74,289	87,724 - 90,355
05**	41,303 - 42,541	48,400 - 49,851	60,360 - 62,170	74,290 - 76,518	90,356 - 93,066

Locality Area: **Portland-Vancouver-Salem, OR-WA**

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: 0.2434 Curr. Yr Rate: 0.2498 Loc. Diff: 1.00515 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 - 44,281	50,094 - 66,818	74,137 - 92,529	105,666 - 130,846	146,874 - 163,152
02	44,282 - 53,049	66,819 - 79,361	92,530 - 106,322	130,847 - 149,732	163,153 - 175,361
03	53,050 - 58,895	79,362 - 87,723	106,323 - 115,518	149,733 - 162,322	175,362 - 183,500
04**	58,896 - 60,662	87,724 - 90,355	115,519 - 118,984	162,323 - 167,192	183,500 - 183,500***
05**	60,663 - 62,482	90,356 - 93,066	118,985 - 122,554	167,193 - 172,208	183,500 - 183,500****

Locality Area: Portland-Vancouver-Salem, OR-WA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.2434 Curr. Yr Rate: 0.2498 Loc. Diff: 1.00515 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 - 38,989	40,440 - 54,522	61,275 - 73,030	74,137 - 92,529	105,666 - 119,754
02	38,990 - 43,789	54,523 - 65,084	73,031 - 81,846	92,530 - 106,322	119,755 - 130,319
03	43,790 - 46,989	65,085 - 72,125	81,847 - 87,723	106,323 - 115,518	130,320 - 137,363
04**	46,990 - 48,399	72,126 - 74,289	87,724 - 90,355	115,519 - 118,984	137,364 - 141,484
05**	48,400 - 49,851	74,290 - 76,518	90,356 - 93,066	118,985 - 122,554	141,485 - 145,729

Locality Area: Portland-Vancouver-Salem, OR-WA

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.