

2023

# Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,590					\$87,900					\$114,237					\$160,522					\$183,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$32,589				\$46,696				\$69,107				\$98,496				\$136,908												
	\$58,054				\$82,854				\$107,680				\$151,308				\$177,978												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$46,468					\$71,325					\$86,751					\$114,237					\$135,841				
PAY PLAN: ZT	I				II				III				IV				V												
	\$32,589				\$37,696				\$57,118				\$69,107				\$98,496												
	\$43,801				\$67,231				\$81,771				\$107,680				\$128,043												
ADMINISTRATIVE									\$71,325					\$95,306					\$135,841					\$160,522					\$183,500
PAY PLAN: ZA	I				II				III				IV				V												
	\$32,589				\$57,118				\$82,830				\$116,393				\$136,908												
	\$67,231				\$89,835				\$128,043				\$151,308				\$177,978												
ADMINISTRATIVE SUPPORT	\$42,541	\$46,468	\$57,952	\$71,325	\$86,751																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$32,589	\$33,906	\$37,696	\$46,696	\$57,118																								
	\$40,099	\$43,801	\$54,625	\$67,231	\$81,771																								
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, \$183,317, Division Chiefs' pay ceiling \$183,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2023 is \$6,822.40

2022 rate	2023 rate	NIST Locality Increase Differential
16.2	16.5	1.165 / 1.162 = 1.00258

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.162**      Curr. Yr Rate: **0.165**      Loc. Diff: **1.00258**      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 - 47,985	57,118 - 71,659	82,830 - 102,925	116,393 - 131,911	136,908 - 155,161
02	47,986 - 59,533	71,660 - 82,565	102,926 - 117,996	131,912 - 143,549	155,162 - 168,851
03	59,534 - 67,231	82,566 - 89,835	117,997 - 128,043	143,550 - 151,308	168,852 - 177,978
04**	67,232 - 69,248	89,836 - 92,530	128,044 - 131,884	151,309 - 155,847	177,979 - 183,317***
05**	69,249 - 71,325	92,531 - 95,306	131,885 - 135,841	155,848 - 160,522	183,318 - 183,500****

Locality Area: **Rest of U.S.**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.162**      Curr. Yr Rate: **0.165**      Loc. Diff: **1.00258**      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 - 38,304	37,696 - 45,220	46,696 - 55,823	57,118 - 68,075
02	35,928 - 38,430	38,305 - 41,602	45,221 - 50,863	55,824 - 62,668	68,076 - 76,293
03	38,431 - 40,099	41,603 - 43,801	50,864 - 54,625	62,669 - 67,231	76,294 - 81,771
04**	40,100 - 41,302	43,802 - 45,115	54,626 - 56,264	67,232 - 69,248	81,772 - 84,224
05**	41,303 - 42,541	45,116 - 46,468	56,265 - 57,952	69,249 - 71,325	84,225 - 86,751

Locality Area: **Rest of U.S.**

### 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: 0.162    Curr. Yr Rate: 0.165    Loc. Diff: 1.00258    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	46,696 - 62,766	69,107 - 86,251	98,496 - 121,968	136,908 - 155,161
02	43,908 - 52,395	62,767 - 74,819	86,252 - 99,108	121,969 - 139,572	155,162 - 168,851
03	52,396 - 58,054	74,820 - 82,854	99,109 - 107,680	139,573 - 151,308	168,852 - 177,978
04**	58,055 - 59,796	82,855 - 85,340	107,681 - 110,910	151,309 - 155,847	177,979 - 183,317***
05**	59,797 - 61,590	85,341 - 87,900	110,911 - 114,237	155,848 - 160,522	183,318 - 183,500****

Locality Area: Rest of U.S.

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 01, 2023

Prev. Yr Rate: 0.162    Curr. Yr Rate: 0.165    Loc. Diff: 1.00258    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 - 37,572	37,696 - 50,823	57,118 - 68,075	69,107 - 86,251	98,496 - 111,628
02	37,573 - 41,309	50,824 - 60,668	68,076 - 76,293	86,252 - 99,108	111,629 - 121,477
03	41,310 - 43,801	60,669 - 67,231	76,294 - 81,771	99,109 - 107,680	121,478 - 128,043
04**	43,802 - 45,115	67,232 - 69,248	81,772 - 84,224	107,681 - 110,910	128,044 - 131,884
05**	45,116 - 46,468	69,249 - 71,325	84,225 - 86,751	110,911 - 114,237	131,885 - 135,841

Locality Area: Rest of U.S.

### 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.