

2023

Alternative Personnel Management System

San Diego-Carlsbad, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,667					\$98,301					\$129,446					\$181,894					\$183,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$32,589				\$52,912				\$78,307				\$111,609				\$155,136																		
	\$61,897				\$92,658				\$122,016				\$171,452				\$183,500																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$52,655				\$80,821				\$98,301				\$129,446				\$153,926															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$32,589			\$42,714			\$64,722			\$78,307			\$111,609																						
	\$49,632			\$76,182			\$92,658			\$122,016			\$145,090																						
ADMINISTRATIVE							\$80,821							\$107,996							\$153,926							\$181,894							\$183,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$32,589						\$64,722						\$93,858						\$131,889						\$155,136										
	\$76,182						\$101,796						\$145,090						\$171,452						\$183,500										
ADMINISTRATIVE SUPPORT			\$42,541			\$52,655			\$65,667			\$80,821			\$98,301																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$32,589		\$34,011		\$42,714		\$52,912		\$64,722																										
	\$40,099		\$49,632		\$61,897		\$76,182		\$92,658																										
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
30.87	32.01

NIST Locality Increase Differential
 $1.3201 / 1.3087 = 1.00871$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3087** Curr. Yr Rate: **0.3201** Loc. Diff: **1.00871** 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 - 51,964	64,722 - 81,199	93,858 - 116,628	131,889 - 149,473	155,136 - 167,742
02	51,965 - 66,495	81,200 - 93,557	116,629 - 133,705	149,474 - 162,660	167,743 - 177,197
03	66,496 - 76,182	93,558 - 101,796	133,706 - 145,090	162,661 - 171,452	177,198 - 183,500
04**	76,183 - 78,467	101,797 - 104,850	145,091 - 149,443	171,453 - 176,596	183,500 - 183,500***
05**	78,468 - 80,821	104,851 - 107,996	149,444 - 153,926	176,597 - 181,894	183,500 - 183,500****

Locality Area: **San Diego-Carlsbad, CA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3087** Curr. Yr Rate: **0.3201** Loc. Diff: **1.00871** 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	34,011 - 40,954	42,714 - 51,240	52,912 - 63,254	64,722 - 77,138
02	35,928 - 38,430	40,955 - 46,161	51,241 - 57,634	63,255 - 71,011	77,139 - 86,450
03	38,431 - 40,099	46,162 - 49,632	57,635 - 61,897	71,012 - 76,182	86,451 - 92,658
04**	40,100 - 41,302	49,633 - 51,121	61,898 - 63,754	76,183 - 78,467	92,659 - 95,438
05**	41,303 - 42,541	51,122 - 52,655	63,755 - 65,667	78,468 - 80,821	95,439 - 98,301

Locality Area: **San Diego-Carlsbad, CA**

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: 0.3087 Curr. Yr Rate: 0.3201 Loc. Diff: 1.00871 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 - 45,615	52,912 - 70,577	78,307 - 97,733	111,609 - 138,206	155,136 - 167,742
02	45,616 - 55,384	70,578 - 83,826	97,734 - 112,303	138,207 - 158,154	167,743 - 177,197
03	55,385 - 61,897	83,827 - 92,658	112,304 - 122,016	158,155 - 171,452	177,198 - 183,500
04**	61,898 - 63,754	92,659 - 95,438	122,017 - 125,676	171,453 - 176,596	183,500 - 183,500***
05**	63,755 - 65,667	95,439 - 98,301	125,677 - 129,446	176,597 - 181,894	183,500 - 183,500****

Locality Area: San Diego-Carlsbad, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.3087 Curr. Yr Rate: 0.3201 Loc. Diff: 1.00871 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 - 40,164	42,714 - 57,589	64,722 - 77,138	78,307 - 97,733	111,609 - 126,489
02	40,165 - 45,845	57,590 - 68,745	77,139 - 86,450	97,734 - 112,303	126,490 - 137,650
03	45,846 - 49,632	68,746 - 76,182	86,451 - 92,658	112,304 - 122,016	137,651 - 145,090
04**	49,633 - 51,121	76,183 - 78,467	92,659 - 95,438	122,017 - 125,676	145,091 - 149,443
05**	51,122 - 52,655	78,468 - 80,821	95,439 - 98,301	125,677 - 129,446	149,444 - 153,926

Locality Area: San Diego-Carlsbad, CA

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.