

2023

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$71,706					\$107,340				\$141,350			\$183,500	\$183,500	
PAY PLAN: ZP	I					II					III				IV			V	
	\$32,589					\$57,778					\$85,508				\$121,873			\$169,402	
	\$67,589					\$101,179					\$133,236				\$183,500			\$183,500	
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$57,497				\$88,255			\$107,340			\$141,350			\$168,081		
PAY PLAN: ZT	I				II				III			IV			V				
	\$32,589				\$46,643				\$70,674			\$85,508			\$121,873				
	\$54,196				\$83,188				\$101,179			\$133,236			\$158,432				
ADMINISTRATIVE							\$88,255					\$117,927			\$168,081	\$183,500	\$183,500		
PAY PLAN: ZA	I							II					III		IV		V		
	\$32,589							\$70,674					\$102,489		\$144,017		\$169,402		
	\$83,188							\$111,157					\$158,432		\$183,500		\$183,500		
ADMINISTRATIVE SUPPORT	\$45,445	\$57,497	\$71,706	\$88,255	\$107,340														
PAY PLAN: ZS	I	II	III	IV	V														
	\$32,589	\$37,139	\$46,643	\$57,778	\$70,674														
	\$42,836	\$54,196	\$67,589	\$83,188	\$101,179														
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
42.74	44.15

NIST Locality Increase Differential
 $1.4415 / 1.4274 = 1.00988$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.4274** Curr. Yr Rate: **0.4415** Loc. Diff: **1.00988** 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 - 55,077	70,674 - 88,666	102,489 - 127,353	144,017 - 161,565	169,402 - 175,668
02	55,078 - 71,944	88,667 - 102,161	127,354 - 146,000	161,566 - 174,726	175,669 - 180,367
03	71,945 - 83,188	102,162 - 111,157	146,001 - 158,432	174,727 - 183,500	180,368 - 183,500
04**	83,189 - 85,684	111,158 - 114,492	158,433 - 163,185	183,500 - 183,500	183,500 - 183,500***
05**	85,685 - 88,255	114,493 - 117,927	163,186 - 168,081	183,500 - 183,500	183,500 - 183,500****

Locality Area: **San Jose-San Francisco-Oakland, CA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.4274** Curr. Yr Rate: **0.4415** Loc. Diff: **1.00988** 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 - 37,143	37,139 - 44,720	46,643 - 55,952	57,778 - 69,071	70,674 - 84,232
02	37,144 - 40,559	44,721 - 50,406	55,953 - 62,934	69,072 - 77,541	84,233 - 94,400
03	40,560 - 42,836	50,407 - 54,196	62,935 - 67,589	77,542 - 83,188	94,401 - 101,179
04**	42,837 - 44,121	54,197 - 55,822	67,590 - 69,617	83,189 - 85,684	101,180 - 104,214
05**	44,122 - 45,445	55,823 - 57,497	69,618 - 71,706	85,685 - 88,255	104,215 - 107,340

Locality Area: **San Jose-San Francisco-Oakland, 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: 0.4274 Curr. Yr Rate: 0.4415 Loc. Diff: 1.00988 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 - 48,145	57,778 - 77,067	85,508 - 106,720	121,873 - 149,263	169,402 - 175,668
02	48,146 - 59,811	77,068 - 91,534	106,721 - 122,630	149,264 - 169,805	175,669 - 180,367
03	59,812 - 67,589	91,535 - 101,179	122,631 - 133,236	169,806 - 183,500	180,368 - 183,500
04**	67,590 - 69,617	101,180 - 104,214	133,237 - 137,233	183,500 - 183,500	183,500 - 183,500***
05**	69,618 - 71,706	104,215 - 107,340	137,234 - 141,350	183,500 - 183,500	183,500 - 183,500****

Locality Area: San Jose-San Francisco-Oakland, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.4274 Curr. Yr Rate: 0.4415 Loc. Diff: 1.00988 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 - 42,192	46,643 - 62,885	70,674 - 84,232	85,508 - 106,720	121,873 - 138,121
02	42,193 - 49,394	62,886 - 75,067	84,233 - 94,400	106,721 - 122,630	138,122 - 150,308
03	49,395 - 54,196	75,068 - 83,188	94,401 - 101,179	122,631 - 133,236	150,309 - 158,432
04**	54,197 - 55,822	83,189 - 85,684	101,180 - 104,214	133,237 - 137,233	158,433 - 163,185
05**	55,823 - 57,497	85,685 - 88,255	104,215 - 107,340	137,234 - 141,350	163,186 - 168,081

Locality Area: San Jose-San Francisco-Oakland, 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.