

2023

# Alternative Personnel Management System

Tucson-Nogales, AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,590					\$88,166					\$116,101					\$163,141					\$183,500															
PAY PLAN: ZP	I					II					III					IV					V																			
	\$32,589					\$47,457					\$70,234					\$100,102					\$139,141																			
	\$58,054					\$83,105					\$109,436					\$153,776					\$180,881																			
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$47,226				\$72,488				\$88,166				\$116,101				\$138,056				\$163,141				\$183,500												
PAY PLAN: ZT	I				II				III				IV				V																							
	\$32,589				\$38,311				\$58,049				\$70,234				\$100,102																							
	\$44,515				\$68,327				\$83,105				\$109,436				\$130,131																							
ADMINISTRATIVE								\$72,488								\$96,861								\$138,056								\$163,141								\$183,500
PAY PLAN: ZA	I								II								III								IV								V							
	\$32,589								\$58,049								\$84,181								\$118,291								\$139,141							
	\$68,327								\$91,301								\$130,131								\$153,776								\$180,881							
ADMINISTRATIVE SUPPORT			\$42,541			\$47,226			\$58,895			\$72,488			\$88,166																									
PAY PLAN: ZS	I			II			III			IV			V																											
	\$32,589			\$33,906			\$38,311			\$47,457			\$58,049																											
	\$40,099			\$44,515			\$55,515			\$68,327			\$83,105																											
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 \$6,933.60

2022 rate	2023 rate
17.77	18.4

NIST Locality Increase Differential  
 $1.184 / 1.1777 = 1.00535$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1777**    Curr. Yr Rate: **0.184**    Loc. Diff: **1.00535**    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 - 48,473	58,049 - 72,828	84,181 - 104,603	118,291 - 134,062	139,141 - 157,692
02	48,474 - 60,385	72,829 - 83,912	104,604 - 119,920	134,063 - 145,890	157,693 - 171,605
03	60,386 - 68,327	83,913 - 91,301	119,921 - 130,131	145,891 - 153,776	171,606 - 180,881
04**	68,328 - 70,377	91,302 - 94,040	130,132 - 134,035	153,777 - 158,389	180,882 - 183,500***
05**	70,378 - 72,488	94,041 - 96,861	134,036 - 138,056	158,390 - 163,141	183,500 - 183,500****

Locality Area: **Tucson-Nogales, AZ**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1777**    Curr. Yr Rate: **0.184**    Loc. Diff: **1.00535**    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 - 38,621	38,311 - 45,957	47,457 - 56,733	58,049 - 69,185
02	35,928 - 38,430	38,622 - 42,157	45,958 - 51,692	56,734 - 63,689	69,186 - 77,537
03	38,431 - 40,099	42,158 - 44,515	51,693 - 55,515	63,690 - 68,327	77,538 - 83,105
04**	40,100 - 41,302	44,516 - 45,850	55,516 - 57,180	68,328 - 70,377	83,106 - 85,598
05**	41,303 - 42,541	45,851 - 47,226	57,181 - 58,895	70,378 - 72,488	85,599 - 88,166

Locality Area: **Tucson-Nogales, AZ**

### 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: 0.1777    Curr. Yr Rate: 0.184    Loc. Diff: 1.00535    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	47,457 - 63,301	70,234 - 87,657	100,102 - 123,957	139,141 - 157,692
02	43,908 - 52,395	63,302 - 75,183	87,658 - 100,724	123,958 - 141,848	157,693 - 171,605
03	52,396 - 58,054	75,184 - 83,105	100,725 - 109,436	141,849 - 153,776	171,606 - 180,881
04**	58,055 - 59,796	83,106 - 85,598	109,437 - 112,719	153,777 - 158,389	180,882 - 183,500***
05**	59,797 - 61,590	85,599 - 88,166	112,720 - 116,101	158,390 - 163,141	183,500 - 183,500****

Locality Area: Tucson-Nogales, AZ

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 01, 2023

Prev. Yr Rate: 0.1777    Curr. Yr Rate: 0.184    Loc. Diff: 1.00535    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 - 37,889	38,311 - 51,651	58,049 - 69,185	70,234 - 87,657	100,102 - 113,448
02	37,890 - 41,865	51,652 - 61,657	69,186 - 77,537	87,658 - 100,724	113,449 - 123,458
03	41,866 - 44,515	61,658 - 68,327	77,538 - 83,105	100,725 - 109,436	123,459 - 130,131
04**	44,516 - 45,850	68,328 - 70,377	83,106 - 85,598	109,437 - 112,719	130,132 - 134,035
05**	45,851 - 47,226	70,378 - 72,488	85,599 - 88,166	112,720 - 116,101	134,036 - 138,056

Locality Area: Tucson-Nogales, AZ

### 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.