

2022

Alternative Personnel Management System

Tucson-Nogales, AZ

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|----------|---|----------|---|----------|----------|----------|---|-----------|----------|----|----------|-----------|----|-----------|--|-----------|----------|--|-----------|--|--|--|--|-----------|--|-----------|--|--|--|--|--|-----------|--|--|-----------|--|--|--|--|--|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | \$59,158 | | | | | \$84,442 | | | | | \$110,938 | | | | | \$155,883 | | | | | \$176,300 | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZP | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$31,305 | | | | \$45,345 | | | | \$67,109 | | | | \$95,648 | | | | \$132,951 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$55,762 | | | | \$79,595 | | | | \$104,570 | | | | \$146,935 | | | | \$172,836 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | | \$45,124 | | | | | \$69,255 | | | | | \$84,242 | | | | | \$110,938 | | | | | \$131,912 | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZT | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$31,305 | | | | \$36,606 | | | | \$55,466 | | | | \$67,109 | | | | \$95,648 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$42,534 | | | | \$65,280 | | | | \$79,406 | | | | \$104,570 | | | | \$124,340 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ADMINISTRATIVE | | | | | | | | | \$69,255 | | | | | | | | | \$92,550 | | | | | | | | | \$131,912 | | | | | | | | | \$155,883 | | | | | | | | | \$176,300 |
| PAY PLAN: ZA | I | | | | | | | | II | | | | | | | | III | | | | | | | | IV | | | | | | | | V | | | | | | | | | | | | |
| | \$31,305 | | | | | | | | \$55,466 | | | | | | | | \$80,436 | | | | | | | | \$113,027 | | | | | | | | \$132,951 | | | | | | | | | | | | |
| | \$65,280 | | | | | | | | \$87,237 | | | | | | | | \$124,340 | | | | | | | | \$146,935 | | | | | | | | \$172,836 | | | | | | | | | | | | |
| ADMINISTRATIVE SUPPORT | | | \$40,865 | | | \$45,124 | | | \$56,278 | | | \$69,255 | | | \$84,242 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | I | | II | | III | | IV | | V | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$31,305 | | \$32,570 | | \$36,606 | | \$45,345 | | \$55,466 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$38,519 | | \$42,534 | | \$53,048 | | \$65,280 | | \$79,406 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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, \$176,300, Division Chiefs' pay ceiling \$176,300

The GS-15, step 10, biweekly gross maximum pay limitation for 2022 is \$6,625.60

| | |
|-----------|-----------|
| 2021 rate | 2022 rate |
| 17.19 | 17.77 |

NIST Locality Increase Differential
 $1.1777 / 1.1719 = 1.00495$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 30, 2022**

Prev. Yr Rate: **0.1719** Curr. Yr Rate: **0.1777** Loc. Diff: **1.00495** Gen. Inc.: **2.2**

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-------------------|-------------------|-----------------------|
| GS Range | 1-8 | 9-11 | 12-13 | 14-14 | 15-15 |
| Interval | | | | | |
| 01 | 31,305 - 46,405 | 55,466 - 69,586 | 80,436 - 99,949 | 113,027 - 128,097 | 132,951 - 150,678 |
| 02 | 46,406 - 57,730 | 69,587 - 80,177 | 99,950 - 114,584 | 128,098 - 139,400 | 150,679 - 163,973 |
| 03 | 57,731 - 65,280 | 80,178 - 87,237 | 114,585 - 124,340 | 139,401 - 146,935 | 163,974 - 172,836 |
| 04** | 65,281 - 67,238 | 87,238 - 89,854 | 124,341 - 128,070 | 146,936 - 151,343 | 172,837 - 176,300*** |
| 05** | 67,239 - 69,255 | 89,855 - 92,550 | 128,071 - 131,912 | 151,344 - 155,883 | 176,300 - 176,300**** |

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

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 30, 2022**

Prev. Yr Rate: **0.1719** Curr. Yr Rate: **0.1777** Loc. Diff: **1.00495** Gen. Inc.: **2.2**

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-----------------|-----------------|
| GS Range | 1-2 | 3-4 | 5-6 | 7-8 | 9-10 |
| Interval | | | | | |
| 01 | 31,305 - 34,511 | 32,570 - 36,998 | 36,606 - 43,914 | 45,345 - 54,205 | 55,466 - 66,106 |
| 02 | 34,512 - 36,916 | 36,999 - 40,320 | 43,915 - 49,394 | 54,206 - 60,850 | 66,107 - 74,086 |
| 03 | 36,917 - 38,519 | 40,321 - 42,534 | 49,395 - 53,048 | 60,851 - 65,280 | 74,087 - 79,406 |
| 04** | 38,520 - 39,675 | 42,535 - 43,810 | 53,049 - 54,639 | 65,281 - 67,238 | 79,407 - 81,788 |
| 05** | 39,676 - 40,865 | 43,811 - 45,124 | 54,640 - 56,278 | 67,239 - 69,255 | 81,789 - 84,242 |

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 30, 2022

Prev. Yr Rate: 0.1719 Curr. Yr Rate: 0.1777 Loc. Diff: 1.00495 Gen. Inc.: 2.2

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-------------------|-------------------|-----------------------|
| GS Range | 1-6 | 7-10 | 11-12 | 13-14 | 15-15 |
| Interval | | | | | |
| 01 | 31,305 - 42,175 | 45,345 - 60,567 | 67,109 - 83,758 | 95,648 - 118,442 | 132,951 - 150,678 |
| 02 | 42,176 - 50,327 | 60,568 - 71,984 | 83,759 - 96,245 | 118,443 - 135,538 | 150,679 - 163,973 |
| 03 | 50,328 - 55,762 | 71,985 - 79,595 | 96,246 - 104,570 | 135,539 - 146,935 | 163,974 - 172,836 |
| 04** | 55,763 - 57,435 | 79,596 - 81,983 | 104,571 - 107,707 | 146,936 - 151,343 | 172,837 - 176,300*** |
| 05** | 57,436 - 59,158 | 81,984 - 84,442 | 107,708 - 110,938 | 151,344 - 155,883 | 176,300 - 176,300**** |

Locality Area: Tucson-Nogales, AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 30, 2022

Prev. Yr Rate: 0.1719 Curr. Yr Rate: 0.1777 Loc. Diff: 1.00495 Gen. Inc.: 2.2

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-------------------|-------------------|
| GS Range | 1-4 | 5-8 | 9-10 | 11-12 | 13-13 |
| Interval | | | | | |
| 01 | 31,305 - 36,296 | 36,606 - 49,350 | 55,466 - 66,106 | 67,109 - 83,758 | 95,648 - 108,400 |
| 02 | 36,297 - 40,039 | 49,351 - 58,908 | 66,107 - 74,086 | 83,759 - 96,245 | 108,401 - 117,964 |
| 03 | 40,040 - 42,534 | 58,909 - 65,280 | 74,087 - 79,406 | 96,246 - 104,570 | 117,965 - 124,340 |
| 04** | 42,535 - 43,810 | 65,281 - 67,238 | 79,407 - 81,788 | 104,571 - 107,707 | 124,341 - 128,070 |
| 05** | 43,811 - 45,124 | 67,239 - 69,255 | 81,789 - 84,242 | 107,708 - 110,938 | 128,071 - 131,912 |

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.