

2022

Alternative Personnel Management System

San Antonio-New Braunfels-Pearsall, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$59,158					\$84,442					\$110,581					\$155,380					\$176,300				
PAY PLAN: ZP	I				II				III				IV				V												
	\$31,305				\$45,199				\$66,892				\$95,339				\$132,522												
	\$55,762				\$79,595				\$104,233				\$146,460				\$172,278												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$44,979					\$69,032					\$83,971					\$110,581					\$131,487				
PAY PLAN: ZT	I				II				III				IV				V												
	\$31,305				\$36,488				\$55,287				\$66,892				\$95,339												
	\$42,397				\$65,069				\$79,150				\$104,233				\$123,939												
ADMINISTRATIVE									\$69,032					\$92,251					\$131,487					\$155,380					\$176,300
PAY PLAN: ZA	I				II				III				IV				V												
	\$31,305				\$55,287				\$80,176				\$112,663				\$132,522												
	\$65,069				\$86,955				\$123,939				\$146,460				\$172,278												
ADMINISTRATIVE SUPPORT	\$40,865	\$44,979	\$56,097	\$69,032	\$83,971																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$31,305	\$32,570	\$36,488	\$45,199	\$55,287																								
	\$38,519	\$42,397	\$52,877	\$65,069	\$79,150																								
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 \$6,604.00

2021 rate	2022 rate
16.77	17.39

NIST Locality Increase Differential
 $1.1739 / 1.1677 = 1.00531$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1677** Curr. Yr Rate: **0.1739** Loc. Diff: **1.00531** 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 - 46,311	55,287 - 69,362	80,176 - 99,626	112,663 - 127,684	132,522 - 150,191
02	46,312 - 57,566	69,363 - 79,918	99,627 - 114,214	127,685 - 138,950	150,192 - 163,443
03	57,567 - 65,069	79,919 - 86,955	114,215 - 123,939	138,951 - 146,460	163,444 - 172,278
04**	65,070 - 67,021	86,956 - 89,564	123,940 - 127,657	146,461 - 150,854	172,279 - 176,300***
05**	67,022 - 69,032	89,565 - 92,251	127,658 - 131,487	150,855 - 155,380	176,300 - 176,300****

Locality Area: **San Antonio-New Braunfels-Pearsall, TX**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1677** Curr. Yr Rate: **0.1739** Loc. Diff: **1.00531** 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 - 36,938	36,488 - 43,772	45,199 - 54,030	55,287 - 65,893
02	34,512 - 36,916	36,939 - 40,213	43,773 - 49,235	54,031 - 60,653	65,894 - 73,847
03	36,917 - 38,519	40,214 - 42,397	49,236 - 52,877	60,654 - 65,069	73,848 - 79,150
04**	38,520 - 39,675	42,398 - 43,669	52,878 - 54,463	65,070 - 67,021	79,151 - 81,525
05**	39,676 - 40,865	43,670 - 44,979	54,464 - 56,097	67,022 - 69,032	81,526 - 83,971

Locality Area: **San Antonio-New Braunfels-Pearsall, TX**

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: 0.1677 Curr. Yr Rate: 0.1739 Loc. Diff: 1.00531 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	45,199 - 60,486	66,892 - 83,488	95,339 - 118,059	132,522 - 150,191
02	42,176 - 50,327	60,487 - 71,951	83,489 - 95,935	118,060 - 135,100	150,192 - 163,443
03	50,328 - 55,762	71,952 - 79,595	95,936 - 104,233	135,101 - 146,460	163,444 - 172,278
04**	55,763 - 57,435	79,596 - 81,983	104,234 - 107,360	146,461 - 150,854	172,279 - 176,300***
05**	57,436 - 59,158	81,984 - 84,442	107,361 - 110,581	150,855 - 155,380	176,300 - 176,300****

Locality Area: San Antonio-New Braunfels-Pearsall, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 30, 2022

Prev. Yr Rate: 0.1677 Curr. Yr Rate: 0.1739 Loc. Diff: 1.00531 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 - 36,235	36,488 - 49,191	55,287 - 65,893	66,892 - 83,488	95,339 - 108,050
02	36,236 - 39,932	49,192 - 58,718	65,894 - 73,847	83,489 - 95,935	108,051 - 117,583
03	39,933 - 42,397	58,719 - 65,069	73,848 - 79,150	95,936 - 104,233	117,584 - 123,939
04**	42,398 - 43,669	65,070 - 67,021	79,151 - 81,525	104,234 - 107,360	123,940 - 127,657
05**	43,670 - 44,979	67,022 - 69,032	81,526 - 83,971	107,361 - 110,581	127,658 - 131,487

Locality Area: San Antonio-New Braunfels-Pearsall, TX

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.