

2022

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$68,212					\$102,103					\$134,460					\$176,300					\$176,300										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$31,305				\$54,959				\$81,338				\$115,928				\$161,139																		
	\$64,296				\$96,242				\$126,742				\$176,300				\$176,300																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$54,692				\$83,940				\$102,103				\$134,460				\$159,881															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$31,305			\$44,368			\$67,226			\$81,338			\$115,928																						
	\$51,552			\$79,121			\$96,242			\$126,742			\$150,703																						
ADMINISTRATIVE							\$83,940							\$112,172							\$159,881							\$176,300							\$176,300
PAY PLAN: ZA	I						II						III						IV						V										
	\$31,305						\$67,226						\$97,490						\$136,992						\$161,139										
	\$79,121						\$105,733						\$150,703						\$176,300						\$176,300										
ADMINISTRATIVE SUPPORT			\$43,228			\$54,692			\$68,212			\$83,940			\$102,103																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$31,305		\$35,327		\$44,368		\$54,959		\$67,226																										
	\$40,747		\$51,552		\$64,296		\$79,121		\$96,242																										
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 \$6,758.40

2021 rate	2022 rate
41.44	42.74

NIST Locality Increase Differential
 $1.4274 / 1.4144 = 1.00919$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.4144** Curr. Yr Rate: **0.4274** Loc. Diff: **1.00919** 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 - 52,557	67,226 - 84,340	97,490 - 121,140	136,992 - 154,462	161,139 - 167,877
02	52,558 - 68,495	84,341 - 97,176	121,141 - 138,878	154,463 - 167,565	167,878 - 172,931
03	68,496 - 79,121	97,177 - 105,733	138,879 - 150,703	167,566 - 176,300	172,932 - 176,300
04**	79,122 - 81,495	105,734 - 108,905	150,704 - 155,224	176,300 - 176,300	176,300 - 176,300***
05**	81,496 - 83,940	108,906 - 112,172	155,225 - 159,881	176,300 - 176,300	176,300 - 176,300****

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

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.4144** Curr. Yr Rate: **0.4274** Loc. Diff: **1.00919** 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 - 35,501	35,327 - 42,538	44,368 - 53,225	54,959 - 65,698	67,226 - 80,122
02	35,502 - 38,649	42,539 - 47,946	53,226 - 59,868	65,699 - 73,752	80,123 - 89,794
03	38,650 - 40,747	47,947 - 51,552	59,869 - 64,296	73,753 - 79,121	89,795 - 96,242
04**	40,748 - 41,969	51,553 - 53,099	64,297 - 66,225	79,122 - 81,495	96,243 - 99,129
05**	41,970 - 43,228	53,100 - 54,692	66,226 - 68,212	81,496 - 83,940	99,130 - 102,103

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 30, 2022

Prev. Yr Rate: 0.4144 Curr. Yr Rate: 0.4274 Loc. Diff: 1.00919 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 - 45,968	54,959 - 73,307	81,338 - 101,518	115,928 - 142,760	161,139 - 167,877
02	45,969 - 56,965	73,308 - 87,068	101,519 - 116,652	142,761 - 162,884	167,878 - 172,931
03	56,966 - 64,296	87,069 - 96,242	116,653 - 126,742	162,885 - 176,300	172,932 - 176,300
04**	64,297 - 66,225	96,243 - 99,129	126,743 - 130,544	176,300 - 176,300	176,300 - 176,300***
05**	66,226 - 68,212	99,130 - 102,103	130,545 - 134,460	176,300 - 176,300	176,300 - 176,300****

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

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 30, 2022

Prev. Yr Rate: 0.4144 Curr. Yr Rate: 0.4274 Loc. Diff: 1.00919 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 - 40,304	44,368 - 59,814	67,226 - 80,122	81,338 - 101,518	115,928 - 131,384
02	40,305 - 47,053	59,815 - 71,398	80,123 - 89,794	101,519 - 116,652	131,385 - 142,975
03	47,054 - 51,552	71,399 - 79,121	89,795 - 96,242	116,653 - 126,742	142,976 - 150,703
04**	51,553 - 53,099	79,122 - 81,495	96,243 - 99,129	126,743 - 130,544	150,704 - 155,224
05**	53,100 - 54,692	81,496 - 83,940	99,130 - 102,103	130,545 - 134,460	155,225 - 159,881

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.