

2022

Alternative Personnel Management System

Houston-The Woodlands, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,016					\$95,824					\$126,189					\$176,300					\$176,300				
PAY PLAN: ZP	I				II				III				IV				V												
	\$31,305				\$51,579				\$76,334				\$108,797				\$151,227												
	\$60,341				\$90,323				\$118,946				\$167,134				\$176,300												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$51,327					\$78,776					\$95,824					\$126,189					\$150,047				
PAY PLAN: ZT	I				II				III				IV				V												
	\$31,305				\$41,639				\$63,091				\$76,334				\$108,797												
	\$48,381				\$74,254				\$90,323				\$118,946				\$141,434												
ADMINISTRATIVE									\$78,776					\$105,273					\$150,047					\$176,300					\$176,300
PAY PLAN: ZA	I				II				III				IV				V												
	\$31,305				\$63,091				\$91,493				\$128,565				\$151,227												
	\$74,254				\$99,230				\$141,434				\$167,134				\$176,300												
ADMINISTRATIVE SUPPORT	\$40,865	\$51,327	\$64,016	\$78,776	\$95,824																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$31,305	\$33,154	\$41,639	\$51,579	\$63,091																								
	\$38,519	\$48,381	\$60,341	\$74,254	\$90,323																								
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
33.32	33.96

NIST Locality Increase Differential
 $1.3396 / 1.3332 = 1.0048$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3332** Curr. Yr Rate: **0.3396** Loc. Diff: **1.0048** 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 - 50,393	63,091 - 79,153	91,493 - 113,689	128,565 - 145,707	151,227 - 162,371
02	50,394 - 64,710	79,154 - 91,199	113,690 - 130,336	145,708 - 158,563	162,372 - 170,728
03	64,711 - 74,254	91,200 - 99,230	130,337 - 141,434	158,564 - 167,134	170,729 - 176,300
04**	74,255 - 76,482	99,231 - 102,207	141,435 - 145,677	167,135 - 172,148	176,300 - 176,300***
05**	76,483 - 78,776	102,208 - 105,273	145,678 - 150,047	172,149 - 176,300	176,300 - 176,300****

Locality Area: **Houston-The Woodlands, TX**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3332** Curr. Yr Rate: **0.3396** Loc. Diff: **1.0048** 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	33,154 - 39,922	41,639 - 49,951	51,579 - 61,657	63,091 - 75,194
02	34,512 - 36,916	39,923 - 44,997	49,952 - 56,185	61,658 - 69,215	75,195 - 84,271
03	36,917 - 38,519	44,998 - 48,381	56,186 - 60,341	69,216 - 74,254	84,272 - 90,323
04**	38,520 - 39,675	48,382 - 49,832	60,342 - 62,151	74,255 - 76,482	90,324 - 93,033
05**	39,676 - 40,865	49,833 - 51,327	62,152 - 64,016	76,483 - 78,776	93,034 - 95,824

Locality Area: **Houston-The Woodlands, 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: 0.3332 Curr. Yr Rate: 0.3396 Loc. Diff: 1.0048 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 - 44,210	51,579 - 68,799	76,334 - 95,273	108,797 - 134,725	151,227 - 162,371
02	44,211 - 53,889	68,800 - 81,713	95,274 - 109,477	134,726 - 154,170	162,372 - 170,728
03	53,890 - 60,341	81,714 - 90,323	109,478 - 118,946	154,171 - 167,134	170,729 - 176,300
04**	60,342 - 62,151	90,324 - 93,033	118,947 - 122,514	167,135 - 172,148	176,300 - 176,300***
05**	62,152 - 64,016	93,034 - 95,824	122,515 - 126,189	172,149 - 176,300	176,300 - 176,300****

Locality Area: Houston-The Woodlands, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 30, 2022

Prev. Yr Rate: 0.3332 Curr. Yr Rate: 0.3396 Loc. Diff: 1.0048 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 - 38,894	41,639 - 56,135	63,091 - 75,194	76,334 - 95,273	108,797 - 123,302
02	38,895 - 44,586	56,136 - 67,006	75,195 - 84,271	95,274 - 109,477	123,303 - 134,181
03	44,587 - 48,381	67,007 - 74,254	84,272 - 90,323	109,478 - 118,946	134,182 - 141,434
04**	48,382 - 49,832	74,255 - 76,482	90,324 - 93,033	118,947 - 122,514	141,435 - 145,677
05**	49,833 - 51,327	76,483 - 78,776	93,034 - 95,824	122,515 - 126,189	145,678 - 150,047

Locality Area: Houston-The Woodlands, 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.