

2023

Alternative Personnel Management System

Houston-The Woodlands, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$66,890					\$100,132					\$131,859					\$183,500					\$183,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$32,589				\$53,898				\$79,766				\$113,689				\$158,026												
	\$63,050				\$94,384				\$124,289				\$174,647				\$183,500												
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$53,636				\$82,327				\$100,132				\$131,859				\$156,794									
PAY PLAN: ZT	I			II			III			IV			V																
	\$32,589			\$43,510			\$65,928			\$79,766			\$113,689																
	\$50,557			\$77,601			\$94,384			\$124,289			\$147,793																
ADMINISTRATIVE							\$82,327							\$110,008					\$156,794					\$183,500					\$183,500
PAY PLAN: ZA	I						II						III				IV				V								
	\$32,589						\$65,928						\$95,607				\$134,346				\$158,026								
	\$77,601						\$103,693						\$147,793				\$174,647				\$183,500								
ADMINISTRATIVE SUPPORT			\$42,541			\$53,636			\$66,890			\$82,327			\$100,132														
PAY PLAN: ZS	I		II		III		IV		V																				
	\$32,589		\$34,645		\$43,510		\$53,898		\$65,928																				
	\$40,099		\$50,557		\$63,050		\$77,601		\$94,384																				
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 \$7,034.40

2022 rate	2023 rate
33.96	34.47

NIST Locality Increase Differential
 $1.3447 / 1.3396 = 1.00381$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3396** Curr. Yr Rate: **0.3447** Loc. Diff: **1.00381** 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 - 52,594	65,928 - 82,712	95,607 - 118,801	134,346 - 152,258	158,026 - 169,348
02	52,595 - 67,598	82,713 - 95,301	118,802 - 136,196	152,259 - 165,691	169,349 - 177,839
03	67,599 - 77,601	95,302 - 103,693	136,197 - 147,793	165,692 - 174,647	177,840 - 183,500
04**	77,602 - 79,929	103,694 - 106,804	147,794 - 152,227	174,648 - 179,886	183,500 - 183,500***
05**	79,930 - 82,327	106,805 - 110,008	152,228 - 156,794	179,887 - 183,500	183,500 - 183,500****

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

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3396** Curr. Yr Rate: **0.3447** Loc. Diff: **1.00381** 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	34,645 - 41,717	43,510 - 52,194	53,898 - 64,433	65,928 - 78,575
02	35,928 - 38,430	41,718 - 47,021	52,195 - 58,708	64,434 - 72,334	78,576 - 88,060
03	38,431 - 40,099	47,022 - 50,557	58,709 - 63,050	72,335 - 77,601	88,061 - 94,384
04**	40,100 - 41,302	50,558 - 52,074	63,051 - 64,942	77,602 - 79,929	94,385 - 97,216
05**	41,303 - 42,541	52,075 - 53,636	64,943 - 66,890	79,930 - 82,327	97,217 - 100,132

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 01, 2023

Prev. Yr Rate: 0.3396 Curr. Yr Rate: 0.3447 Loc. Diff: 1.00381 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 - 46,127	53,898 - 71,892	79,766 - 99,554	113,689 - 140,781	158,026 - 169,348
02	46,128 - 56,281	71,893 - 85,387	99,555 - 114,395	140,782 - 161,101	169,349 - 177,839
03	56,282 - 63,050	85,388 - 94,384	114,396 - 124,289	161,102 - 174,647	177,840 - 183,500
04**	63,051 - 64,942	94,385 - 97,216	124,290 - 128,018	174,648 - 179,886	183,500 - 183,500***
05**	64,943 - 66,890	97,217 - 100,132	128,019 - 131,859	179,887 - 183,500	183,500 - 183,500****

Locality Area: Houston-The Woodlands, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.3396 Curr. Yr Rate: 0.3447 Loc. Diff: 1.00381 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 - 40,575	43,510 - 58,662	65,928 - 78,575	79,766 - 99,554	113,689 - 128,846
02	40,576 - 46,564	58,663 - 70,025	78,576 - 88,060	99,555 - 114,395	128,847 - 140,214
03	46,565 - 50,557	70,026 - 77,601	88,061 - 94,384	114,396 - 124,289	140,215 - 147,793
04**	50,558 - 52,074	77,602 - 79,929	94,385 - 97,216	124,290 - 128,018	147,794 - 152,227
05**	52,075 - 53,636	79,930 - 82,327	97,217 - 100,132	128,019 - 131,859	152,228 - 156,794

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.