

2023

Alternative Personnel Management System

Seattle-Tacoma, WA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,453					\$96,483					\$127,054					\$178,531					\$183,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$32,589				\$51,934				\$76,860				\$109,546				\$152,268																		
	\$60,753				\$90,945				\$119,760				\$168,283				\$183,500																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,680				\$79,328				\$96,483				\$127,054				\$151,080															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$32,589			\$41,925			\$63,526			\$76,860			\$109,546																						
	\$48,714			\$74,774			\$90,945			\$119,760			\$142,408																						
ADMINISTRATIVE							\$79,328							\$105,998							\$151,080							\$178,531							\$183,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$32,589						\$63,526						\$92,123						\$129,451						\$152,268										
	\$74,774						\$99,914						\$142,408						\$168,283						\$183,500										
ADMINISTRATIVE SUPPORT			\$42,541			\$51,680			\$64,453			\$79,328			\$96,483																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$32,589		\$33,906		\$41,925		\$51,934		\$63,526																										
	\$40,099		\$48,714		\$60,753		\$74,774		\$90,945																										
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
28.28	29.57

NIST Locality Increase Differential

$$1.2957 / 1.2828 = 1.01006$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2828** Curr. Yr Rate: **0.2957** Loc. Diff: **1.01006** 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 - 51,338	63,526 - 79,698	92,123 - 114,472	129,451 - 146,710	152,268 - 166,149
02	51,339 - 65,400	79,699 - 91,828	114,473 - 131,234	146,711 - 159,654	166,150 - 176,560
03	65,401 - 74,774	91,829 - 99,914	131,235 - 142,408	159,655 - 168,283	176,561 - 183,500
04**	74,775 - 77,017	99,915 - 102,911	142,409 - 146,680	168,284 - 173,331	183,500 - 183,500***
05**	77,018 - 79,328	102,912 - 105,998	146,681 - 151,080	173,332 - 178,531	183,500 - 183,500****

Locality Area: **Seattle-Tacoma, WA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2828** Curr. Yr Rate: **0.2957** Loc. Diff: **1.01006** 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	33,906 - 40,487	41,925 - 50,293	51,934 - 62,085	63,526 - 75,712
02	35,928 - 38,430	40,488 - 45,423	50,294 - 56,569	62,086 - 69,698	75,713 - 84,852
03	38,431 - 40,099	45,424 - 48,714	56,570 - 60,753	69,699 - 74,774	84,853 - 90,945
04**	40,100 - 41,302	48,715 - 50,175	60,754 - 62,576	74,775 - 77,017	90,946 - 93,673
05**	41,303 - 42,541	50,176 - 51,680	62,577 - 64,453	77,018 - 79,328	93,674 - 96,483

Locality Area: **Seattle-Tacoma, WA**

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: 0.2828 Curr. Yr Rate: 0.2957 Loc. Diff: 1.01006 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 - 45,106	51,934 - 69,272	76,860 - 95,927	109,546 - 135,651	152,268 - 166,149
02	45,107 - 54,494	69,273 - 82,276	95,928 - 110,227	135,652 - 155,230	166,150 - 176,560
03	54,495 - 60,753	82,277 - 90,945	110,228 - 119,760	155,231 - 168,283	176,561 - 183,500
04**	60,754 - 62,576	90,946 - 93,673	119,761 - 123,353	168,284 - 173,331	183,500 - 183,500***
05**	62,577 - 64,453	93,674 - 96,483	123,354 - 127,054	173,332 - 178,531	183,500 - 183,500****

Locality Area: Seattle-Tacoma, WA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.2828 Curr. Yr Rate: 0.2957 Loc. Diff: 1.01006 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 - 39,756	41,925 - 56,525	63,526 - 75,712	76,860 - 95,927	109,546 - 124,151
02	39,757 - 45,131	56,526 - 67,474	75,713 - 84,852	95,928 - 110,227	124,152 - 135,105
03	45,132 - 48,714	67,475 - 74,774	84,853 - 90,945	110,228 - 119,760	135,106 - 142,408
04**	48,715 - 50,175	74,775 - 77,017	90,946 - 93,673	119,761 - 123,353	142,409 - 146,680
05**	50,176 - 51,680	77,018 - 79,328	93,674 - 96,483	123,354 - 127,054	146,681 - 151,080

Locality Area: Seattle-Tacoma, WA

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.