

2023

Alternative Personnel Management System

Phoenix-Mesa-Scottsdale, AZ

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|----|-----------|----------|-----------|-----------|-----------|--|-----------|-----------|-----------|--|--|-----------|-----------|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | \$61,590 | | | | | \$90,430 | | | | | \$119,081 | | | | | \$167,330 | | | | | \$183,500 | | | | |
| PAY PLAN: ZP | I | | | | | II | | | | | III | | | | | IV | | | | | V | | | | | | | | |
| | \$32,589 | | | | | \$48,676 | | | | | \$72,037 | | | | | \$102,673 | | | | | \$142,714 | | | | | | | | |
| | \$58,054 | | | | | \$85,239 | | | | | \$112,246 | | | | | \$157,724 | | | | | \$183,500 | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | | \$48,439 | | | | | \$74,350 | | | | | \$90,430 | | | | | \$119,081 | | | | | \$141,600 | | | | |
| PAY PLAN: ZT | I | | | | | II | | | | | III | | | | | IV | | | | | V | | | | | | | | |
| | \$32,589 | | | | | \$39,294 | | | | | \$59,540 | | | | | \$72,037 | | | | | \$102,673 | | | | | | | | |
| | \$45,658 | | | | | \$70,082 | | | | | \$85,239 | | | | | \$112,246 | | | | | \$133,472 | | | | | | | | |
| ADMINISTRATIVE | | | | | | | | | \$74,350 | | | | | \$99,348 | | | | | \$141,600 | | | | | \$167,330 | | | | | \$183,500 |
| PAY PLAN: ZA | I | | | | | | | | II | | | | III | | | | IV | | | | V | | | | | | | | |
| | \$32,589 | | | | | | | | \$59,540 | | | | \$86,343 | | | | \$121,328 | | | | \$142,714 | | | | | | | | |
| | \$70,082 | | | | | | | | \$93,645 | | | | \$133,472 | | | | \$157,724 | | | | \$183,500 | | | | | | | | |
| ADMINISTRATIVE SUPPORT | | \$42,541 | | \$48,439 | | \$60,408 | | \$74,350 | | \$90,430 | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | I | | II | | III | | IV | | V | | | | | | | | | | | | | | | | | | | | |
| | \$32,589 | | \$33,906 | | \$39,294 | | \$48,676 | | \$59,540 | | | | | | | | | | | | | | | | | | | | |
| | \$40,099 | | \$45,658 | | \$56,941 | | \$70,082 | | \$85,239 | | | | | | | | | | | | | | | | | | | | |
| 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 |
| 20.84 | 21.44 |

NIST Locality Increase Differential
 $1.2144 / 1.2084 = 1.00497$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2084** Curr. Yr Rate: **0.2144** Loc. Diff: **1.00497** 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 - 49,253 | 59,540 - 74,698 | 86,343 - 107,289 | 121,328 - 137,504 | 142,714 - 160,841 |
| 02 | 49,254 - 61,750 | 74,699 - 86,066 | 107,290 - 122,999 | 137,505 - 149,636 | 160,842 - 174,436 |
| 03 | 61,751 - 70,082 | 86,067 - 93,645 | 123,000 - 133,472 | 149,637 - 157,724 | 174,437 - 183,500 |
| 04** | 70,083 - 72,184 | 93,646 - 96,454 | 133,473 - 137,476 | 157,725 - 162,456 | 183,500 - 183,500*** |
| 05** | 72,185 - 74,350 | 96,455 - 99,348 | 137,477 - 141,600 | 162,457 - 167,330 | 183,500 - 183,500**** |

Locality Area: **Phoenix-Mesa-Scottsdale, AZ**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2084** Curr. Yr Rate: **0.2144** Loc. Diff: **1.00497** 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 - 39,129 | 39,294 - 47,137 | 48,676 - 58,190 | 59,540 - 70,962 |
| 02 | 35,928 - 38,430 | 39,130 - 43,046 | 47,138 - 53,019 | 58,191 - 65,325 | 70,963 - 79,528 |
| 03 | 38,431 - 40,099 | 43,047 - 45,658 | 53,020 - 56,941 | 65,326 - 70,082 | 79,529 - 85,239 |
| 04** | 40,100 - 41,302 | 45,659 - 47,028 | 56,942 - 58,649 | 70,083 - 72,184 | 85,240 - 87,796 |
| 05** | 41,303 - 42,541 | 47,029 - 48,439 | 58,650 - 60,408 | 72,185 - 74,350 | 87,797 - 90,430 |

Locality Area: **Phoenix-Mesa-Scottsdale, AZ**

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: 0.2084 Curr. Yr Rate: 0.2144 Loc. Diff: 1.00497 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 - 43,907 | 48,676 - 64,926 | 72,037 - 89,908 | 102,673 - 127,140 | 142,714 - 160,841 |
| 02 | 43,908 - 52,395 | 64,927 - 77,114 | 89,909 - 103,311 | 127,141 - 145,490 | 160,842 - 174,436 |
| 03 | 52,396 - 58,054 | 77,115 - 85,239 | 103,312 - 112,246 | 145,491 - 157,724 | 174,437 - 183,500 |
| 04** | 58,055 - 59,796 | 85,240 - 87,796 | 112,247 - 115,613 | 157,725 - 162,456 | 183,500 - 183,500*** |
| 05** | 59,797 - 61,590 | 87,797 - 90,430 | 115,614 - 119,081 | 162,457 - 167,330 | 183,500 - 183,500**** |

Locality Area: Phoenix-Mesa-Scottsdale, AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.2084 Curr. Yr Rate: 0.2144 Loc. Diff: 1.00497 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 - 38,397 | 39,294 - 52,978 | 59,540 - 70,962 | 72,037 - 89,908 | 102,673 - 116,361 |
| 02 | 38,398 - 42,754 | 52,979 - 63,240 | 70,963 - 79,528 | 89,909 - 103,311 | 116,362 - 126,628 |
| 03 | 42,755 - 45,658 | 63,241 - 70,082 | 79,529 - 85,239 | 103,312 - 112,246 | 126,629 - 133,472 |
| 04** | 45,659 - 47,028 | 70,083 - 72,184 | 85,240 - 87,796 | 112,247 - 115,613 | 133,473 - 137,476 |
| 05** | 47,029 - 48,439 | 72,185 - 74,350 | 87,797 - 90,430 | 115,614 - 119,081 | 137,477 - 141,600 |

Locality Area: Phoenix-Mesa-Scottsdale, AZ

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.