

2023

# Alternative Personnel Management System

Des Moines-Ames-West Des Moines, IA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,590					\$87,900					\$114,855					\$161,391					\$183,500					
PAY PLAN: ZP	I					II					III					IV					V									
	\$32,589					\$46,948					\$69,480					\$99,029					\$137,649									
	\$58,054					\$82,854					\$108,262					\$152,126					\$178,941									
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$46,719					\$71,712					\$87,220					\$114,855					\$136,575					
PAY PLAN: ZT	I					II					III					IV					V									
	\$32,589					\$37,900					\$57,426					\$69,480					\$99,029									
	\$44,037					\$67,595					\$82,214					\$108,262					\$128,735									
ADMINISTRATIVE										\$71,712					\$95,822					\$136,575					\$161,391					\$183,500
PAY PLAN: ZA	I					II					III					IV					V									
	\$32,589					\$57,426					\$83,278					\$117,022					\$137,649									
	\$67,595					\$90,321					\$128,735					\$152,126					\$178,941									
ADMINISTRATIVE SUPPORT		\$42,541		\$46,719		\$58,265		\$71,712		\$87,220																				
PAY PLAN: ZS	I		II		III		IV		V																					
	\$32,589		\$33,906		\$37,900		\$46,948		\$57,426																					
	\$40,099		\$44,037		\$54,920		\$67,595		\$82,214																					
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 \$6,859.20

2022 rate	2023 rate
16.52	17.13

NIST Locality Increase Differential  
 $1.1713 / 1.1652 = 1.00524$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1652**    Curr. Yr Rate: **0.1713**    Loc. Diff: **1.00524**    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 - 48,147	57,426 - 72,046	83,278 - 103,481	117,022 - 132,624	137,649 - 156,001
02	48,148 - 59,816	72,047 - 83,011	103,482 - 118,633	132,625 - 144,325	156,002 - 169,765
03	59,817 - 67,595	83,012 - 90,321	118,634 - 128,735	144,326 - 152,126	169,766 - 178,941
04**	67,596 - 69,623	90,322 - 93,031	128,736 - 132,597	152,127 - 156,690	178,942 - 183,500***
05**	69,624 - 71,712	93,032 - 95,822	132,598 - 136,575	156,691 - 161,391	183,500 - 183,500****

Locality Area: **Des Moines-Ames-West Des Moines, IA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1652**    Curr. Yr Rate: **0.1713**    Loc. Diff: **1.00524**    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 - 38,409	37,900 - 45,464	46,948 - 56,124	57,426 - 68,443
02	35,928 - 38,430	38,410 - 41,786	45,465 - 51,138	56,125 - 63,007	68,444 - 76,706
03	38,431 - 40,099	41,787 - 44,037	51,139 - 54,920	63,008 - 67,595	76,707 - 82,214
04**	40,100 - 41,302	44,038 - 45,358	54,921 - 56,568	67,596 - 69,623	82,215 - 84,680
05**	41,303 - 42,541	45,359 - 46,719	56,569 - 58,265	69,624 - 71,712	84,681 - 87,220

Locality Area: **Des Moines-Ames-West Des Moines, IA**

### 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: 0.1652    Curr. Yr Rate: 0.1713    Loc. Diff: 1.00524    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	46,948 - 62,906	69,480 - 86,716	99,029 - 122,628	137,649 - 156,001
02	43,908 - 52,395	62,907 - 74,875	86,717 - 99,644	122,629 - 140,327	156,002 - 169,765
03	52,396 - 58,054	74,876 - 82,854	99,645 - 108,262	140,328 - 152,126	169,766 - 178,941
04**	58,055 - 59,796	82,855 - 85,340	108,263 - 111,510	152,127 - 156,690	178,942 - 183,500***
05**	59,797 - 61,590	85,341 - 87,900	111,511 - 114,855	156,691 - 161,391	183,500 - 183,500****

Locality Area: Des Moines-Ames-West Des Moines, IA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 01, 2023

Prev. Yr Rate: 0.1652    Curr. Yr Rate: 0.1713    Loc. Diff: 1.00524    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 - 37,677	37,900 - 51,098	57,426 - 68,443	69,480 - 86,716	99,029 - 112,232
02	37,678 - 41,493	51,099 - 60,996	68,444 - 76,706	86,717 - 99,644	112,233 - 122,134
03	41,494 - 44,037	60,997 - 67,595	76,707 - 82,214	99,645 - 108,262	122,135 - 128,735
04**	44,038 - 45,358	67,596 - 69,623	82,215 - 84,680	108,263 - 111,510	128,736 - 132,597
05**	45,359 - 46,719	69,624 - 71,712	84,681 - 87,220	111,511 - 114,855	132,598 - 136,575

Locality Area: Des Moines-Ames-West Des Moines, IA

### 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.