

2024

Alternative Personnel Management System

Colorado Springs, CO

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$93,340					\$122,919					\$172,733					\$191,900																																																																										
	I																				II																				III																				IV																				V																		
PAY PLAN: ZP					\$34,121					\$50,246					\$74,361					\$105,985					\$147,317																																																																										
					\$60,774					\$87,982					\$115,863					\$162,817					\$191,508																																																																										
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$49,997					\$76,741					\$93,340					\$122,919					\$146,176					\$191,900																																																																					
	I																				II																				III																				IV																				V																		
PAY PLAN: ZT					\$34,121					\$40,562					\$61,460					\$74,361					\$105,985					\$147,317																																																																					
					\$47,127					\$72,336					\$87,982					\$115,863					\$137,784					\$191,508																																																																					
ADMINISTRATIVE					\$76,741					\$102,553					\$146,176					\$172,733					\$191,900																																																																										
	I																				II																				III																				IV																				V																		
PAY PLAN: ZA					\$34,121					\$61,460					\$89,128					\$125,242					\$147,317																																																																										
					\$72,336					\$96,666					\$137,784					\$162,817					\$191,508																																																																										
ADMINISTRATIVE SUPPORT			\$44,542			\$49,997			\$62,362			\$76,741			\$93,340			\$122,919			\$146,176			\$172,733			\$191,900																																																																								
	I		II		III		IV		V		VI		VII		VIII		IX		X		XI		XII		XIII		XIV		XV																																																																						
PAY PLAN: ZS			\$34,121			\$35,499			\$40,562			\$50,246			\$61,460			\$74,361			\$87,982			\$105,985			\$125,242			\$147,317																																																																					
			\$41,985			\$47,127			\$58,783			\$72,336			\$87,982			\$105,985			\$125,242			\$147,317			\$162,817			\$191,508																																																																					
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, \$191,900, Division Chiefs' pay ceiling \$191,900

The GS-15, step 10, biweekly gross maximum pay limitation for 2024 is \$7,340.80

2023 rate	2024 rate
19.11	19.73

NIST Locality Increase Differential

$$1.1973 / 1.1911 = 1.00521$$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 14, 2024**

Prev. Yr Rate: **0.1911** Curr. Yr Rate: **0.1973** Loc. Diff: **1.00521** Gen. Inc.: **4.7**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	34,121 - 51,105	61,460 - 77,107	89,128 - 110,753	125,242 - 141,942	147,317 - 166,957
02	51,106 - 63,844	77,108 - 88,842	110,754 - 126,972	141,943 - 154,467	166,958 - 181,688
03	63,845 - 72,336	88,843 - 96,666	126,973 - 137,784	154,468 - 162,817	181,689 - 191,508
04**	72,337 - 74,506	96,667 - 99,566	137,785 - 141,918	162,818 - 167,702	191,509 - 191,900***
05**	74,507 - 76,741	99,567 - 102,553	141,919 - 146,176	167,703 - 172,733	191,900 - 191,900****

Locality Area: **Colorado Springs, CO**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 14, 2024**

Prev. Yr Rate: **0.1911** Curr. Yr Rate: **0.1973** Loc. Diff: **1.00521** Gen. Inc.: **4.7**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	34,121 - 37,616	35,499 - 40,667	40,562 - 48,660	50,246 - 60,064	61,460 - 73,248
02	37,617 - 40,237	40,668 - 44,543	48,661 - 54,734	60,065 - 67,427	73,249 - 82,088
03	40,238 - 41,985	44,544 - 47,127	54,735 - 58,783	67,428 - 72,336	82,089 - 87,982
04**	41,986 - 43,245	47,128 - 48,541	58,784 - 60,546	72,337 - 74,506	87,983 - 90,621
05**	43,246 - 44,542	48,542 - 49,997	60,547 - 62,362	74,507 - 76,741	90,622 - 93,340

Locality Area: **Colorado Springs, CO**

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 14, 2024

Prev. Yr Rate: 0.1911 Curr. Yr Rate: 0.1973 Loc. Diff: 1.00521 Gen. Inc.: 4.7

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	34,121 - 45,967	50,246 - 67,018	74,361 - 92,806	105,985 - 131,244	147,317 - 166,957
02	45,968 - 54,851	67,019 - 79,596	92,807 - 106,640	131,245 - 150,188	166,958 - 181,688
03	54,852 - 60,774	79,597 - 87,982	106,641 - 115,863	150,189 - 162,817	181,689 - 191,508
04**	60,775 - 62,597	87,983 - 90,621	115,864 - 119,339	162,818 - 167,702	191,509 - 191,900***
05**	62,598 - 64,475	90,622 - 93,340	119,340 - 122,919	167,703 - 172,733	191,900 - 191,900****

Locality Area: Colorado Springs, CO

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.1911 Curr. Yr Rate: 0.1973 Loc. Diff: 1.00521 Gen. Inc.: 4.7

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	34,121 - 39,901	40,562 - 54,684	61,460 - 73,248	74,361 - 92,806	105,985 - 120,118
02	39,902 - 44,237	54,685 - 65,275	73,249 - 82,088	92,807 - 106,640	120,119 - 130,718
03	44,238 - 47,127	65,276 - 72,336	82,089 - 87,982	106,641 - 115,863	130,719 - 137,784
04**	47,128 - 48,541	72,337 - 74,506	87,983 - 90,621	115,864 - 119,339	137,785 - 141,918
05**	48,542 - 49,997	74,507 - 76,741	90,622 - 93,340	119,340 - 122,919	141,919 - 146,176

Locality Area: Colorado Springs, CO

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.