

2024

Alternative Personnel Management System

Charlotte-Concord, NC-SC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$92,974					\$122,436					\$172,054					\$191,900					
PAY PLAN: ZP	I					II					III					IV					V									
	\$34,121					\$50,049					\$74,069					\$105,569					\$146,739									
	\$60,774					\$87,637					\$115,408					\$162,178					\$190,756									
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$49,801					\$76,440					\$92,974					\$122,436					\$145,601					
PAY PLAN: ZT	I					II					III					IV					V									
	\$34,121					\$40,403					\$61,219					\$74,069					\$105,569									
	\$46,942					\$72,052					\$87,637					\$115,408					\$137,243									
ADMINISTRATIVE										\$76,440					\$102,151					\$145,601					\$172,054					\$191,900
PAY PLAN: ZA	I					II					III					IV					V									
	\$34,121					\$61,219					\$88,778					\$124,751					\$146,739									
	\$72,052					\$96,287					\$137,243					\$162,178					\$190,756									
ADMINISTRATIVE SUPPORT		\$44,542		\$49,801		\$62,118		\$76,440		\$92,974																				
PAY PLAN: ZS	I		II		III		IV		V																					
	\$34,121		\$35,499		\$40,403		\$50,049		\$61,219																					
	\$41,985		\$46,942		\$58,552		\$72,052		\$87,637																					
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 \$7,312.00

2023 rate	2024 rate
18.63	19.26

NIST Locality Increase Differential
 $1.1926 / 1.1863 = 1.00531$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1863** Curr. Yr Rate: **0.1926** Loc. Diff: **1.00531** 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 - 50,979	61,219 - 76,805	88,778 - 110,318	124,751 - 141,385	146,739 - 166,302
02	50,980 - 63,623	76,806 - 88,494	110,319 - 126,473	141,386 - 153,861	166,303 - 180,974
03	63,624 - 72,052	88,495 - 96,287	126,474 - 137,243	153,862 - 162,178	180,975 - 190,756
04**	72,053 - 74,214	96,288 - 99,176	137,244 - 141,360	162,179 - 167,043	190,757 - 191,900***
05**	74,215 - 76,440	99,177 - 102,151	141,361 - 145,601	167,044 - 172,054	191,900 - 191,900****

Locality Area: **Charlotte-Concord, NC-SC**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1863** Curr. Yr Rate: **0.1926** Loc. Diff: **1.00531** 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 - 40,585	40,403 - 48,469	50,049 - 59,828	61,219 - 72,960
02	37,617 - 40,237	40,586 - 44,399	48,470 - 54,519	59,829 - 67,162	72,961 - 81,766
03	40,238 - 41,985	44,400 - 46,942	54,520 - 58,552	67,163 - 72,052	81,767 - 87,637
04**	41,986 - 43,245	46,943 - 48,350	58,553 - 60,309	72,053 - 74,214	87,638 - 90,266
05**	43,246 - 44,542	48,351 - 49,801	60,310 - 62,118	74,215 - 76,440	90,267 - 92,974

Locality Area: **Charlotte-Concord, NC-SC**

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: 0.1863 Curr. Yr Rate: 0.1926 Loc. Diff: 1.00531 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	50,049 - 66,755	74,069 - 92,442	105,569 - 130,729	146,739 - 166,302
02	45,968 - 54,851	66,756 - 79,284	92,443 - 106,222	130,730 - 149,598	166,303 - 180,974
03	54,852 - 60,774	79,285 - 87,637	106,223 - 115,408	149,599 - 162,178	180,975 - 190,756
04**	60,775 - 62,597	87,638 - 90,266	115,409 - 118,870	162,179 - 167,043	190,757 - 191,900***
05**	62,598 - 64,475	90,267 - 92,974	118,871 - 122,436	167,044 - 172,054	191,900 - 191,900****

Locality Area: Charlotte-Concord, NC-SC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.1863 Curr. Yr Rate: 0.1926 Loc. Diff: 1.00531 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 - 39,819	40,403 - 54,469	61,219 - 72,960	74,069 - 92,442	105,569 - 119,646
02	39,820 - 44,093	54,470 - 65,019	72,961 - 81,766	92,443 - 106,222	119,647 - 130,204
03	44,094 - 46,942	65,020 - 72,052	81,767 - 87,637	106,223 - 115,408	130,205 - 137,243
04**	46,943 - 48,350	72,053 - 74,214	87,638 - 90,266	115,409 - 118,870	137,244 - 141,360
05**	48,351 - 49,801	74,215 - 76,440	90,267 - 92,974	118,871 - 122,436	141,361 - 145,601

Locality Area: Charlotte-Concord, NC-SC

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.