

2024

# Alternative Personnel Management System

Des Moines-Ames-West Des Moines, IA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$92,034					\$120,814					\$169,776					\$191,900				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,121				\$49,386				\$73,088				\$104,170				\$144,795												
	\$60,774				\$86,750				\$113,879				\$160,030				\$188,229												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$49,141					\$75,428					\$91,742					\$120,814					\$143,673				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,121				\$39,868				\$60,407				\$73,088				\$104,170												
	\$46,320				\$71,098				\$86,476				\$113,879				\$135,425												
ADMINISTRATIVE									\$75,428					\$100,797					\$143,673					\$169,776					\$191,900
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,121				\$60,407				\$87,602				\$123,098				\$144,795												
	\$71,098				\$95,011				\$135,425				\$160,030				\$188,229												
ADMINISTRATIVE SUPPORT	\$44,542	\$49,141	\$61,294	\$75,428	\$91,742																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,121	\$35,499	\$39,868	\$49,386	\$60,407																								
	\$41,985	\$46,320	\$57,776	\$71,098	\$86,476																								
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 \$7,215.20

2023 rate	2024 rate
17.13	17.68

NIST Locality Increase Differential  
 $1.1768 / 1.1713 = 1.0047$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1713**    Curr. Yr Rate: **0.1768**    Loc. Diff: **1.0047**    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 - 50,555	60,407 - 75,787	87,602 - 108,857	123,098 - 139,512	144,795 - 164,099
02	50,556 - 62,881	75,788 - 87,321	108,858 - 124,798	139,513 - 151,823	164,100 - 178,577
03	62,882 - 71,098	87,322 - 95,011	124,799 - 135,425	151,824 - 160,030	178,578 - 188,229
04**	71,099 - 73,231	95,012 - 97,861	135,426 - 139,488	160,031 - 164,831	188,230 - 191,900***
05**	73,232 - 75,428	97,862 - 100,797	139,489 - 143,673	164,832 - 169,776	191,900 - 191,900****

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

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1713**    Curr. Yr Rate: **0.1768**    Loc. Diff: **1.0047**    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 - 40,308	39,868 - 47,827	49,386 - 59,036	60,407 - 71,993
02	37,617 - 40,237	40,309 - 43,915	47,828 - 53,796	59,037 - 66,273	71,994 - 80,683
03	40,238 - 41,985	43,916 - 46,320	53,797 - 57,776	66,274 - 71,098	80,684 - 86,476
04**	41,986 - 43,245	46,321 - 47,710	57,777 - 59,509	71,099 - 73,231	86,477 - 89,070
05**	43,246 - 44,542	47,711 - 49,141	59,510 - 61,294	73,232 - 75,428	89,071 - 91,742

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 14, 2024

Prev. Yr Rate: 0.1713    Curr. Yr Rate: 0.1768    Loc. Diff: 1.0047    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	49,386 - 65,992	73,088 - 91,217	104,170 - 128,997	144,795 - 164,099
02	45,968 - 54,851	65,993 - 78,447	91,218 - 104,814	128,998 - 147,617	164,100 - 178,577
03	54,852 - 60,774	78,448 - 86,750	104,815 - 113,879	147,618 - 160,030	178,578 - 188,229
04**	60,775 - 62,597	86,751 - 89,353	113,880 - 117,295	160,031 - 164,831	188,230 - 191,900***
05**	62,598 - 64,475	89,354 - 92,034	117,296 - 120,814	164,832 - 169,776	191,900 - 191,900****

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

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 14, 2024

Prev. Yr Rate: 0.1713    Curr. Yr Rate: 0.1768    Loc. Diff: 1.0047    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 - 39,543	39,868 - 53,748	60,407 - 71,993	73,088 - 91,217	104,170 - 118,061
02	39,544 - 43,609	53,749 - 64,158	71,994 - 80,683	91,218 - 104,814	118,062 - 128,479
03	43,610 - 46,320	64,159 - 71,098	80,684 - 86,476	104,815 - 113,879	128,480 - 135,425
04**	46,321 - 47,710	71,099 - 73,231	86,477 - 89,070	113,880 - 117,295	135,426 - 139,488
05**	47,711 - 49,141	73,232 - 75,428	89,071 - 91,742	117,296 - 120,814	139,489 - 143,673

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.