

2024

Alternative Personnel Management System

Philadelphia-Reading-Camden, PA-NJ-DE-MD

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$66,956					\$100,217					\$131,974					\$185,457					\$191,900										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,121				\$53,947				\$79,839				\$113,792				\$158,169																		
	\$63,113				\$94,464				\$124,398				\$174,811				\$191,900																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$53,681				\$82,395				\$100,217				\$131,974				\$156,943															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,121			\$43,550			\$65,987			\$79,839			\$113,792																						
	\$50,599			\$77,665			\$94,464			\$124,398			\$147,934																						
ADMINISTRATIVE							\$82,395							\$110,108							\$156,943							\$185,457							\$191,900
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,121						\$65,987						\$95,694						\$134,468						\$158,169										
	\$77,665						\$103,787						\$147,934						\$174,811						\$191,900										
ADMINISTRATIVE SUPPORT			\$44,542			\$53,681			\$66,956			\$82,395			\$100,217																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,121		\$35,499		\$43,550		\$53,947		\$65,987																										
	\$41,985		\$50,599		\$63,113		\$77,665		\$94,464																										
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 \$7,356.00

2023 rate	2024 rate
27.84	28.55

NIST Locality Increase Differential
 $1.2855 / 1.2784 = 1.00555$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2784** Curr. Yr Rate: **0.2855** Loc. Diff: **1.00555** 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 - 53,474	65,987 - 82,787	95,694 - 118,912	134,468 - 152,398	158,169 - 173,161
02	53,475 - 67,989	82,788 - 95,387	118,913 - 136,325	152,399 - 165,846	173,162 - 184,404
03	67,990 - 77,665	95,388 - 103,787	136,326 - 147,934	165,847 - 174,811	184,405 - 191,900
04**	77,666 - 79,995	103,788 - 106,901	147,935 - 152,372	174,812 - 180,055	191,900 - 191,900***
05**	79,996 - 82,395	106,902 - 110,108	152,373 - 156,943	180,056 - 185,457	191,900 - 191,900****

Locality Area: **Philadelphia-Reading-Camden, PA-NJ-DE-MD**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2784** Curr. Yr Rate: **0.2855** Loc. Diff: **1.00555** 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 - 42,210	43,550 - 52,245	53,947 - 64,488	65,987 - 78,643
02	37,617 - 40,237	42,211 - 47,243	52,246 - 58,766	64,489 - 72,394	78,644 - 88,136
03	40,238 - 41,985	47,244 - 50,599	58,767 - 63,113	72,395 - 77,665	88,137 - 94,464
04**	41,986 - 43,245	50,600 - 52,117	63,114 - 65,006	77,666 - 79,995	94,465 - 97,298
05**	43,246 - 44,542	52,118 - 53,681	65,007 - 66,956	79,996 - 82,395	97,299 - 100,217

Locality Area: **Philadelphia-Reading-Camden, PA-NJ-DE-MD**

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: 0.2784 Curr. Yr Rate: 0.2855 Loc. Diff: 1.00555 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 - 47,006	53,947 - 71,955	79,839 - 99,643	113,792 - 140,912	158,169 - 173,161
02	47,007 - 56,670	71,956 - 85,460	99,644 - 114,496	140,913 - 161,251	173,162 - 184,404
03	56,671 - 63,113	85,461 - 94,464	114,497 - 124,398	161,252 - 174,811	184,405 - 191,900
04**	63,114 - 65,006	94,465 - 97,298	124,399 - 128,130	174,812 - 180,055	191,900 - 191,900***
05**	65,007 - 66,956	97,299 - 100,217	128,131 - 131,974	180,056 - 185,457	191,900 - 191,900****

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.2784 Curr. Yr Rate: 0.2855 Loc. Diff: 1.00555 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 - 41,445	43,550 - 58,712	65,987 - 78,643	79,839 - 99,643	113,792 - 128,966
02	41,446 - 46,937	58,713 - 70,084	78,644 - 88,136	99,644 - 114,496	128,967 - 140,347
03	46,938 - 50,599	70,085 - 77,665	88,137 - 94,464	114,497 - 124,398	140,348 - 147,934
04**	50,600 - 52,117	77,666 - 79,995	94,465 - 97,298	124,399 - 128,130	147,935 - 152,372
05**	52,118 - 53,681	79,996 - 82,395	97,299 - 100,217	128,131 - 131,974	152,373 - 156,943

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

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.