

2024

Alternative Personnel Management System

Phoenix-Mesa-Scottsdale, AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$95,126					\$125,270					\$176,036					\$191,900			
PAY PLAN: ZP	I					II					III					IV					V							
	\$34,121					\$51,207					\$75,783					\$108,012					\$150,135							
	\$60,774					\$89,665					\$118,079					\$165,931					\$191,900							
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,953				\$78,210				\$95,126				\$125,270				\$148,971								
PAY PLAN: ZT	I				II				III				IV				V											
	\$34,121				\$41,338				\$62,635				\$75,783				\$108,012											
	\$48,028				\$73,720				\$89,665				\$118,079				\$140,419											
ADMINISTRATIVE								\$78,210								\$104,514				\$148,971				\$176,036				\$191,900
PAY PLAN: ZA	I								II								III				IV				V			
	\$34,121								\$62,635								\$90,833				\$127,638				\$150,135			
	\$73,720								\$98,515								\$140,419				\$165,931				\$191,900			
ADMINISTRATIVE SUPPORT		\$44,542		\$50,953		\$63,555		\$78,210		\$95,126																		
PAY PLAN: ZS	I		II		III		IV		V																			
	\$34,121		\$35,499		\$41,338		\$51,207		\$62,635																			
	\$41,985		\$48,028		\$59,907		\$73,720		\$89,665																			
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
21.44	22.02

NIST Locality Increase Differential
 $1.2202 / 1.2144 = 1.00478$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2144** Curr. Yr Rate: **0.2202** Loc. Diff: **1.00478** 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 - 51,721	62,635 - 78,582	90,833 - 112,871	127,638 - 144,657	150,135 - 168,697
02	51,722 - 64,920	78,583 - 90,542	112,872 - 129,400	144,658 - 157,421	168,698 - 182,619
03	64,921 - 73,720	90,543 - 98,515	129,401 - 140,419	157,422 - 165,931	182,620 - 191,900
04**	73,721 - 75,932	98,516 - 101,470	140,420 - 144,632	165,932 - 170,909	191,900 - 191,900***
05**	75,933 - 78,210	101,471 - 104,514	144,633 - 148,971	170,910 - 176,036	191,900 - 191,900****

Locality Area: **Phoenix-Mesa-Scottsdale, AZ**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2144** Curr. Yr Rate: **0.2202** Loc. Diff: **1.00478** 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 - 41,067	41,338 - 49,591	51,207 - 61,213	62,635 - 74,648
02	37,617 - 40,237	41,068 - 45,244	49,592 - 55,781	61,214 - 68,717	74,649 - 83,658
03	40,238 - 41,985	45,245 - 48,028	55,782 - 59,907	68,718 - 73,720	83,659 - 89,665
04**	41,986 - 43,245	48,029 - 49,469	59,908 - 61,704	73,721 - 75,932	89,666 - 92,355
05**	43,246 - 44,542	49,470 - 50,953	61,705 - 63,555	75,933 - 78,210	92,356 - 95,126

Locality Area: **Phoenix-Mesa-Scottsdale, AZ**

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: 0.2144 Curr. Yr Rate: 0.2202 Loc. Diff: 1.00478 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	51,207 - 68,299	75,783 - 94,581	108,012 - 133,754	150,135 - 168,697
02	45,968 - 54,851	68,300 - 81,119	94,582 - 108,680	133,755 - 153,060	168,698 - 182,619
03	54,852 - 60,774	81,120 - 89,665	108,681 - 118,079	153,061 - 165,931	182,620 - 191,900
04**	60,775 - 62,597	89,666 - 92,355	118,080 - 121,621	165,932 - 170,909	191,900 - 191,900***
05**	62,598 - 64,475	92,356 - 95,126	121,622 - 125,270	170,910 - 176,036	191,900 - 191,900****

Locality Area: Phoenix-Mesa-Scottsdale, AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.2144 Curr. Yr Rate: 0.2202 Loc. Diff: 1.00478 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 - 40,302	41,338 - 55,730	62,635 - 74,648	75,783 - 94,581	108,012 - 122,415
02	40,303 - 44,938	55,731 - 66,524	74,649 - 83,658	94,582 - 108,680	122,416 - 133,217
03	44,939 - 48,028	66,525 - 73,720	83,659 - 89,665	108,681 - 118,079	133,218 - 140,419
04**	48,029 - 49,469	73,721 - 75,932	89,666 - 92,355	118,080 - 121,621	140,420 - 144,632
05**	49,470 - 50,953	75,933 - 78,210	92,356 - 95,126	121,622 - 125,270	144,633 - 148,971

Locality Area: Phoenix-Mesa-Scottsdale, AZ

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.