

2024

# Alternative Personnel Management System

Portland-Vancouver-Salem, OR-WA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,451					\$97,963					\$129,006					\$181,287					\$191,900				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,121				\$52,734				\$78,044				\$111,234				\$154,613												
	\$61,694				\$92,340				\$121,601				\$170,881				\$191,900												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$52,473					\$80,543					\$97,963					\$129,006					\$153,414				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,121				\$42,571				\$64,504				\$78,044				\$111,234												
	\$49,461				\$75,919				\$92,340				\$121,601				\$144,608												
ADMINISTRATIVE									\$80,543					\$107,633					\$153,414					\$181,287					\$191,900
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,121				\$64,504				\$93,543				\$131,445				\$154,613												
	\$75,919				\$101,454				\$144,608				\$170,881				\$191,900												
ADMINISTRATIVE SUPPORT	\$44,542	\$52,473	\$65,451	\$80,543	\$97,963																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,121	\$35,499	\$42,571	\$52,734	\$64,504																								
	\$41,985	\$49,461	\$61,694	\$75,919	\$92,340																								
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
24.98	25.66

NIST Locality Increase Differential  
 $1.2566 / 1.2498 = 1.00544$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.2498**    Curr. Yr Rate: **0.2566**    Loc. Diff: **1.00544**    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 - 52,698	64,504 - 80,926	93,543 - 116,239	131,445 - 148,972	154,613 - 171,185
02	52,699 - 66,631	80,927 - 93,243	116,240 - 133,260	148,973 - 162,117	171,186 - 183,614
03	66,632 - 75,919	93,244 - 101,454	133,261 - 144,608	162,118 - 170,881	183,615 - 191,900
04**	75,920 - 78,197	101,455 - 104,498	144,609 - 148,946	170,882 - 176,007	191,900 - 191,900***
05**	78,198 - 80,543	104,499 - 107,633	148,947 - 153,414	176,008 - 181,287	191,900 - 191,900****

Locality Area: **Portland-Vancouver-Salem, OR-WA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2498**    Curr. Yr Rate: **0.2566**    Loc. Diff: **1.00544**    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 - 41,704	42,571 - 51,070	52,734 - 63,038	64,504 - 76,876
02	37,617 - 40,237	41,705 - 46,358	51,071 - 57,444	63,039 - 70,767	76,877 - 86,154
03	40,238 - 41,985	46,359 - 49,461	57,445 - 61,694	70,768 - 75,919	86,155 - 92,340
04**	41,986 - 43,245	49,462 - 50,945	61,695 - 63,545	75,920 - 78,197	92,341 - 95,110
05**	43,246 - 44,542	50,946 - 52,473	63,546 - 65,451	78,198 - 80,543	95,111 - 97,963

Locality Area: **Portland-Vancouver-Salem, OR-WA**

### 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: 0.2498    Curr. Yr Rate: 0.2566    Loc. Diff: 1.00544    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 - 46,376	52,734 - 70,337	78,044 - 97,403	111,234 - 137,744	154,613 - 171,185
02	46,377 - 55,567	70,338 - 83,539	97,404 - 111,922	137,745 - 157,626	171,186 - 183,614
03	55,568 - 61,694	83,540 - 92,340	111,923 - 121,601	157,627 - 170,881	183,615 - 191,900
04**	61,695 - 63,545	92,341 - 95,110	121,602 - 125,249	170,882 - 176,007	191,900 - 191,900***
05**	63,546 - 65,451	95,111 - 97,963	125,250 - 129,006	176,008 - 181,287	191,900 - 191,900****

Locality Area: Portland-Vancouver-Salem, OR-WA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 14, 2024

Prev. Yr Rate: 0.2498    Curr. Yr Rate: 0.2566    Loc. Diff: 1.00544    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 - 40,939	42,571 - 57,392	64,504 - 76,876	78,044 - 97,403	111,234 - 126,067
02	40,940 - 46,052	57,393 - 68,508	76,877 - 86,154	97,404 - 111,922	126,068 - 137,192
03	46,053 - 49,461	68,509 - 75,919	86,155 - 92,340	111,923 - 121,601	137,193 - 144,608
04**	49,462 - 50,945	75,920 - 78,197	92,341 - 95,110	121,602 - 125,249	144,609 - 148,946
05**	50,946 - 52,473	78,198 - 80,543	95,111 - 97,963	125,250 - 129,006	148,947 - 153,414

Locality Area: Portland-Vancouver-Salem, OR-WA

### 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.