

2024

Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$92,034					\$119,931					\$168,535					\$191,900				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,121				\$49,025				\$72,553				\$103,409				\$143,736												
	\$60,774				\$86,750				\$113,047				\$158,860				\$186,854												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$48,782					\$74,876					\$91,072					\$119,931					\$142,622				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,121				\$39,576				\$59,966				\$72,553				\$103,409												
	\$45,982				\$70,578				\$85,844				\$113,047				\$134,435												
ADMINISTRATIVE									\$74,876					\$100,061					\$142,622					\$168,535					\$191,900
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,121				\$59,966				\$86,962				\$122,198				\$143,736												
	\$70,578				\$94,317				\$134,435				\$158,860				\$186,854												
ADMINISTRATIVE SUPPORT	\$44,542	\$48,782	\$60,847	\$74,876	\$91,072																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,121	\$35,499	\$39,576	\$49,025	\$59,966																								
	\$41,985	\$45,982	\$57,354	\$70,578	\$85,844																								
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 \$7,162.40

2023 rate	2024 rate
16.5	16.82

NIST Locality Increase Differential

$$1.1682 / 1.165 = 1.00275$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.165** Curr. Yr Rate: **0.1682** Loc. Diff: **1.00275** 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 - 50,324	59,966 - 75,233	86,962 - 108,061	122,198 - 138,492	143,736 - 162,900
02	50,325 - 62,476	75,234 - 86,683	108,062 - 123,885	138,493 - 150,713	162,901 - 177,272
03	62,477 - 70,578	86,684 - 94,317	123,886 - 134,435	150,714 - 158,860	177,273 - 186,854
04**	70,579 - 72,695	94,318 - 97,147	134,436 - 138,468	158,861 - 163,626	186,855 - 191,900***
05**	72,696 - 74,876	97,148 - 100,061	138,469 - 142,622	163,627 - 168,535	191,900 - 191,900****

Locality Area: **Rest of U.S.**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.165** Curr. Yr Rate: **0.1682** Loc. Diff: **1.00275** 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 - 40,158	39,576 - 47,477	49,025 - 58,604	59,966 - 71,467
02	37,617 - 40,237	40,159 - 43,652	47,478 - 53,403	58,605 - 65,788	71,468 - 80,093
03	40,238 - 41,985	43,653 - 45,982	53,404 - 57,354	65,789 - 70,578	80,094 - 85,844
04**	41,986 - 43,245	45,983 - 47,361	57,355 - 59,075	70,579 - 72,695	85,845 - 88,419
05**	43,246 - 44,542	47,362 - 48,782	59,076 - 60,847	72,696 - 74,876	88,420 - 91,072

Locality Area: **Rest of U.S.**

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: 0.165 Curr. Yr Rate: 0.1682 Loc. Diff: 1.00275 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	49,025 - 65,792	72,553 - 90,550	103,409 - 128,054	143,736 - 162,900
02	45,968 - 54,851	65,793 - 78,367	90,551 - 104,048	128,055 - 146,538	162,901 - 177,272
03	54,852 - 60,774	78,368 - 86,750	104,049 - 113,047	146,539 - 158,860	177,273 - 186,854
04**	60,775 - 62,597	86,751 - 89,353	113,048 - 116,438	158,861 - 163,626	186,855 - 191,900***
05**	62,598 - 64,475	89,354 - 92,034	116,439 - 119,931	163,627 - 168,535	191,900 - 191,900****

Locality Area: Rest of U.S.

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.165 Curr. Yr Rate: 0.1682 Loc. Diff: 1.00275 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 - 39,393	39,576 - 53,355	59,966 - 71,467	72,553 - 90,550	103,409 - 117,198
02	39,394 - 43,346	53,356 - 63,689	71,468 - 80,093	90,551 - 104,048	117,199 - 127,540
03	43,347 - 45,982	63,690 - 70,578	80,094 - 85,844	104,049 - 113,047	127,541 - 134,435
04**	45,983 - 47,361	70,579 - 72,695	85,845 - 88,419	113,048 - 116,438	134,436 - 138,468
05**	47,362 - 48,782	72,696 - 74,876	88,420 - 91,072	116,439 - 119,931	138,469 - 142,622

Locality Area: Rest of U.S.

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.