

2024

Alternative Personnel Management System

San Antonio-New Braunfels-Pearsall, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$92,373					\$121,646					\$170,944					\$191,900										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,121				\$49,726				\$73,591				\$104,887				\$145,791																		
	\$60,774				\$87,071				\$114,663				\$161,131				\$189,525																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$49,479				\$75,947				\$92,373				\$121,646				\$144,661															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,121			\$40,142			\$60,823			\$73,591			\$104,887																						
	\$46,639			\$71,587			\$87,071			\$114,663			\$136,357																						
ADMINISTRATIVE							\$75,947							\$101,491							\$144,661							\$170,944							\$191,900
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,121						\$60,823						\$88,205						\$123,945						\$145,791										
	\$71,587						\$95,665						\$136,357						\$161,131						\$189,525										
ADMINISTRATIVE SUPPORT			\$44,542			\$49,479			\$61,717			\$75,947			\$92,373																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,121		\$35,499		\$40,142		\$49,726		\$60,823																										
	\$41,985		\$46,639		\$58,174		\$71,587		\$87,071																										
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 \$7,264.80

2023 rate	2024 rate
18	18.49

NIST Locality Increase Differential
 $1.1849 / 1.18 = 1.00415$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.18** Curr. Yr Rate: **0.1849** Loc. Diff: **1.00415** 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 - 50,773	60,823 - 76,308	88,205 - 109,606	123,945 - 140,472	145,791 - 165,228
02	50,774 - 63,261	76,309 - 87,922	109,607 - 125,657	140,473 - 152,867	165,229 - 179,806
03	63,262 - 71,587	87,923 - 95,665	125,658 - 136,357	152,868 - 161,131	179,807 - 189,525
04**	71,588 - 73,735	95,666 - 98,535	136,358 - 140,448	161,132 - 165,965	189,526 - 191,900***
05**	73,736 - 75,947	98,536 - 101,491	140,449 - 144,661	165,966 - 170,944	191,900 - 191,900****

Locality Area: **San Antonio-New Braunfels-Pearsall, TX**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.18** Curr. Yr Rate: **0.1849** Loc. Diff: **1.00415** 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 - 40,450	40,142 - 48,156	49,726 - 59,442	60,823 - 72,489
02	37,617 - 40,237	40,451 - 44,163	48,157 - 54,167	59,443 - 66,729	72,490 - 81,238
03	40,238 - 41,985	44,164 - 46,639	54,168 - 58,174	66,730 - 71,587	81,239 - 87,071
04**	41,986 - 43,245	46,640 - 48,038	58,175 - 59,919	71,588 - 73,735	87,072 - 89,683
05**	43,246 - 44,542	48,039 - 49,479	59,920 - 61,717	73,736 - 75,947	89,684 - 92,373

Locality Area: **San Antonio-New Braunfels-Pearsall, TX**

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: 0.18 Curr. Yr Rate: 0.1849 Loc. Diff: 1.00415 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	49,726 - 66,324	73,591 - 91,845	104,887 - 129,884	145,791 - 165,228
02	45,968 - 54,851	66,325 - 78,772	91,846 - 105,536	129,885 - 148,632	165,229 - 179,806
03	54,852 - 60,774	78,773 - 87,071	105,537 - 114,663	148,633 - 161,131	179,807 - 189,525
04**	60,775 - 62,597	87,072 - 89,683	114,664 - 118,103	161,132 - 165,965	189,526 - 191,900***
05**	62,598 - 64,475	89,684 - 92,373	118,104 - 121,646	165,966 - 170,944	191,900 - 191,900****

Locality Area: San Antonio-New Braunfels-Pearsall, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.18 Curr. Yr Rate: 0.1849 Loc. Diff: 1.00415 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 - 39,685	40,142 - 54,118	60,823 - 72,489	73,591 - 91,845	104,887 - 118,874
02	39,686 - 43,857	54,119 - 64,599	72,490 - 81,238	91,846 - 105,536	118,875 - 129,364
03	43,858 - 46,639	64,600 - 71,587	81,239 - 87,071	105,537 - 114,663	129,365 - 136,357
04**	46,640 - 48,038	71,588 - 73,735	87,072 - 89,683	114,664 - 118,103	136,358 - 140,448
05**	48,039 - 49,479	73,736 - 75,947	89,684 - 92,373	118,104 - 121,646	140,449 - 144,661

Locality Area: San Antonio-New Braunfels-Pearsall, TX

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.