

2024

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$75,738					\$113,361				\$149,282			\$191,900	\$191,900	
PAY PLAN: ZP	I				II				III			IV		V					
	\$34,121				\$61,023				\$90,310				\$128,717				\$178,914		
	\$71,390				\$106,853				\$140,713				\$191,900				\$191,900		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$60,721				\$93,202			\$113,361			\$149,282			\$177,527		
PAY PLAN: ZT	I			II			III		IV		V								
	\$34,121			\$49,262			\$74,642		\$90,310			\$128,717					\$167,336		
	\$57,235			\$87,851			\$106,853		\$140,713			\$167,336							
ADMINISTRATIVE							\$93,202				\$124,550			\$177,527	\$191,900	\$191,900			
PAY PLAN: ZA	I						II			III		IV		V					
	\$34,121						\$74,642			\$108,245			\$152,105		\$178,914				
	\$87,851						\$117,400			\$167,336			\$191,900		\$191,900				
ADMINISTRATIVE SUPPORT	\$47,998	\$60,721	\$75,738	\$93,202	\$113,361														
PAY PLAN: ZS	I	II	III	IV	V														
	\$34,121	\$39,224	\$49,262	\$61,023	\$74,642														
	\$45,243	\$57,235	\$71,390	\$87,851	\$106,853														
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
44.15	45.41

NIST Locality Increase Differential
 $1.4541 / 1.4415 = 1.00874$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.4415** Curr. Yr Rate: **0.4541** Loc. Diff: **1.00874** 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 - 58,001	74,642 - 93,646	108,245 - 134,508	152,105 - 169,792	178,914 - 184,686
02	58,002 - 75,911	93,647 - 107,898	134,509 - 154,205	169,793 - 183,057	184,687 - 189,014
03	75,912 - 87,851	107,899 - 117,400	154,206 - 167,336	183,058 - 191,900	189,015 - 191,900
04**	87,852 - 90,487	117,401 - 120,922	167,337 - 172,356	191,900 - 191,900	191,900 - 191,900***
05**	90,488 - 93,202	120,923 - 124,550	172,357 - 177,527	191,900 - 191,900	191,900 - 191,900****

Locality Area: **San Jose-San Francisco-Oakland, CA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.4415** Curr. Yr Rate: **0.4541** Loc. Diff: **1.00874** 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 - 39,064	39,224 - 47,229	49,262 - 59,097	61,023 - 72,947	74,642 - 88,958
02	39,065 - 42,771	47,230 - 53,233	59,098 - 66,473	72,948 - 81,889	88,959 - 99,695
03	42,772 - 45,243	53,234 - 57,235	66,474 - 71,390	81,890 - 87,851	99,696 - 106,853
04**	45,244 - 46,600	57,236 - 58,952	71,391 - 73,532	87,852 - 90,487	106,854 - 110,059
05**	46,601 - 47,998	58,953 - 60,721	73,533 - 75,738	90,488 - 93,202	110,060 - 113,361

Locality Area: **San Jose-San Francisco-Oakland, CA**

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: 0.4415 Curr. Yr Rate: 0.4541 Loc. Diff: 1.00874 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 - 50,685	61,023 - 81,392	90,310 - 112,711	128,717 - 156,798	178,914 - 184,686
02	50,686 - 63,108	81,393 - 96,669	112,712 - 129,512	156,799 - 177,859	184,687 - 189,014
03	63,109 - 71,390	96,670 - 106,853	129,513 - 140,713	177,860 - 191,900	189,015 - 191,900
04**	71,391 - 73,532	106,854 - 110,059	140,714 - 144,934	191,900 - 191,900	191,900 - 191,900***
05**	73,533 - 75,738	110,060 - 113,361	144,935 - 149,282	191,900 - 191,900	191,900 - 191,900****

Locality Area: San Jose-San Francisco-Oakland, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.4415 Curr. Yr Rate: 0.4541 Loc. Diff: 1.00874 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 - 44,394	49,262 - 66,413	74,642 - 88,958	90,310 - 112,711	128,717 - 145,881
02	44,395 - 52,099	66,414 - 79,276	88,959 - 99,695	112,712 - 129,512	145,882 - 158,754
03	52,100 - 57,235	79,277 - 87,851	99,696 - 106,853	129,513 - 140,713	158,755 - 167,336
04**	57,236 - 58,952	87,852 - 90,487	106,854 - 110,059	140,714 - 144,934	167,337 - 172,356
05**	58,953 - 60,721	90,488 - 93,202	110,060 - 113,361	144,935 - 149,282	172,357 - 177,527

Locality Area: San Jose-San Francisco-Oakland, CA

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.