

2024

# Alternative Personnel Management System

Birmingham-Hoover-Talladega, AL

CAREER PATH

|                                       |          |          |          |          |          |   |   |   |           |          |    |    |           |           |           |  |           |  |           |           |  |  |  |           |           |  |  |  |           |
|---------------------------------------|----------|----------|----------|----------|----------|---|---|---|-----------|----------|----|----|-----------|-----------|-----------|--|-----------|--|-----------|-----------|--|--|--|-----------|-----------|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING            |          |          |          |          | \$64,475 |   |   |   |           | \$92,034 |    |    |           |           | \$121,051 |  |           |  |           | \$170,107 |  |  |  |           | \$191,900 |  |  |  |           |
| PAY PLAN: ZP                          | I        |          |          |          | II       |   |   |   | III       |          |    |    | IV        |           |           |  | V         |  |           |           |  |  |  |           |           |  |  |  |           |
|                                       | \$34,121 |          |          |          | \$49,482 |   |   |   | \$73,230  |          |    |    | \$104,374 |           |           |  | \$145,078 |  |           |           |  |  |  |           |           |  |  |  |           |
|                                       | \$60,774 |          |          |          | \$86,750 |   |   |   | \$114,102 |          |    |    | \$160,342 |           |           |  | \$188,597 |  |           |           |  |  |  |           |           |  |  |  |           |
| SCIENTIFIC AND ENGINEERING TECHNICIAN |          |          |          |          | \$49,237 |   |   |   |           | \$75,575 |    |    |           |           | \$91,921  |  |           |  |           | \$121,051 |  |  |  |           | \$143,954 |  |  |  |           |
| PAY PLAN: ZT                          | I        |          |          |          | II       |   |   |   | III       |          |    |    | IV        |           |           |  | V         |  |           |           |  |  |  |           |           |  |  |  |           |
|                                       | \$34,121 |          |          |          | \$39,946 |   |   |   | \$60,526  |          |    |    | \$73,230  |           |           |  | \$104,374 |  |           |           |  |  |  |           |           |  |  |  |           |
|                                       | \$46,411 |          |          |          | \$71,237 |   |   |   | \$86,645  |          |    |    | \$114,102 |           |           |  | \$135,690 |  |           |           |  |  |  |           |           |  |  |  |           |
| ADMINISTRATIVE                        |          |          |          |          |          |   |   |   | \$75,575  |          |    |    |           | \$100,995 |           |  |           |  | \$143,954 |           |  |  |  | \$170,107 |           |  |  |  | \$191,900 |
| PAY PLAN: ZA                          | I        |          |          |          | II       |   |   |   | III       |          |    |    | IV        |           |           |  | V         |  |           |           |  |  |  |           |           |  |  |  |           |
|                                       | \$34,121 |          |          |          | \$60,526 |   |   |   | \$87,773  |          |    |    | \$123,339 |           |           |  | \$145,078 |  |           |           |  |  |  |           |           |  |  |  |           |
|                                       | \$71,237 |          |          |          | \$95,197 |   |   |   | \$135,690 |          |    |    | \$160,342 |           |           |  | \$188,597 |  |           |           |  |  |  |           |           |  |  |  |           |
| ADMINISTRATIVE SUPPORT                | \$44,542 | \$49,237 | \$61,415 | \$75,575 | \$91,921 |   |   |   |           |          |    |    |           |           |           |  |           |  |           |           |  |  |  |           |           |  |  |  |           |
| PAY PLAN: ZS                          | I        | II       | III      | IV       | V        |   |   |   |           |          |    |    |           |           |           |  |           |  |           |           |  |  |  |           |           |  |  |  |           |
|                                       | \$34,121 | \$35,499 | \$39,946 | \$49,482 | \$60,526 |   |   |   |           |          |    |    |           |           |           |  |           |  |           |           |  |  |  |           |           |  |  |  |           |
|                                       | \$41,985 | \$46,411 | \$57,889 | \$71,237 | \$86,645 |   |   |   |           |          |    |    |           |           |           |  |           |  |           |           |  |  |  |           |           |  |  |  |           |
| 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 \$7,229.60

|           |           |
|-----------|-----------|
| 2023 rate | 2024 rate |
| 17.41     | 17.91     |

NIST Locality Increase Differential  
 $1.1791 / 1.1741 = 1.00426$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1741**    Curr. Yr Rate: **0.1791**    Loc. Diff: **1.00426**    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 - 50,617 | 60,526 - 75,935  | 87,773 - 109,069  | 123,339 - 139,785 | 145,078 - 164,420     |
| 02       | 50,618 - 62,989 | 75,936 - 87,492  | 109,070 - 125,042 | 139,786 - 152,119 | 164,421 - 178,926     |
| 03       | 62,990 - 71,237 | 87,493 - 95,197  | 125,043 - 135,690 | 152,120 - 160,342 | 178,927 - 188,597     |
| 04**     | 71,238 - 73,374 | 95,198 - 98,053  | 135,691 - 139,761 | 160,343 - 165,152 | 188,598 - 191,900***  |
| 05**     | 73,375 - 75,575 | 98,054 - 100,995 | 139,762 - 143,954 | 165,153 - 170,107 | 191,900 - 191,900**** |

Locality Area: **Birmingham-Hoover-Talladega, AL**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1741**    Curr. Yr Rate: **0.1791**    Loc. Diff: **1.00426**    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 - 40,349 | 39,946 - 47,921 | 49,482 - 59,151 | 60,526 - 72,134 |
| 02       | 37,617 - 40,237 | 40,350 - 43,986 | 47,922 - 53,902 | 59,152 - 66,403 | 72,135 - 80,841 |
| 03       | 40,238 - 41,985 | 43,987 - 46,411 | 53,903 - 57,889 | 66,404 - 71,237 | 80,842 - 86,645 |
| 04**     | 41,986 - 43,245 | 46,412 - 47,803 | 57,890 - 59,626 | 71,238 - 73,374 | 86,646 - 89,244 |
| 05**     | 43,246 - 44,542 | 47,804 - 49,237 | 59,627 - 61,415 | 73,375 - 75,575 | 89,245 - 91,921 |

Locality Area: **Birmingham-Hoover-Talladega, AL**

### 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: 0.1741    Curr. Yr Rate: 0.1791    Loc. Diff: 1.00426    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 | 49,482 - 66,046 | 73,230 - 91,395   | 104,374 - 129,249 | 145,078 - 164,420     |
| 02       | 45,968 - 54,851 | 66,047 - 78,468 | 91,396 - 105,019  | 129,250 - 147,905 | 164,421 - 178,926     |
| 03       | 54,852 - 60,774 | 78,469 - 86,750 | 105,020 - 114,102 | 147,906 - 160,342 | 178,927 - 188,597     |
| 04**     | 60,775 - 62,597 | 86,751 - 89,353 | 114,103 - 117,525 | 160,343 - 165,152 | 188,598 - 191,900***  |
| 05**     | 62,598 - 64,475 | 89,354 - 92,034 | 117,526 - 121,051 | 165,153 - 170,107 | 191,900 - 191,900**** |

Locality Area: Birmingham-Hoover-Talladega, AL

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 14, 2024

Prev. Yr Rate: 0.1741    Curr. Yr Rate: 0.1791    Loc. Diff: 1.00426    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 - 39,583 | 39,946 - 53,853 | 60,526 - 72,134 | 73,230 - 91,395   | 104,374 - 118,292 |
| 02       | 39,584 - 43,680 | 53,854 - 64,283 | 72,135 - 80,841 | 91,396 - 105,019  | 118,293 - 128,731 |
| 03       | 43,681 - 46,411 | 64,284 - 71,237 | 80,842 - 86,645 | 105,020 - 114,102 | 128,732 - 135,690 |
| 04**     | 46,412 - 47,803 | 71,238 - 73,374 | 86,646 - 89,244 | 114,103 - 117,525 | 135,691 - 139,761 |
| 05**     | 47,804 - 49,237 | 73,375 - 75,575 | 89,245 - 91,921 | 117,526 - 121,051 | 139,762 - 143,954 |

Locality Area: Birmingham-Hoover-Talladega, AL

### 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.