

2024

Alternative Personnel Management System

Houston-The Woodlands, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$70,170					\$105,027				\$138,308			\$191,900	\$191,900	
PAY PLAN: ZP	I				II				III			IV		V					
	\$34,121				\$56,537				\$83,671			\$119,254		\$165,761					
	\$66,142				\$98,998				\$130,369			\$183,202		\$191,900					
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$56,257				\$86,349			\$105,027			\$138,308			\$164,476		
PAY PLAN: ZT	I			II			III		IV		V								
	\$34,121			\$45,640			\$69,154		\$83,671		\$119,254								
	\$53,027			\$81,392			\$98,998		\$130,369		\$155,034								
ADMINISTRATIVE							\$86,349				\$115,393			\$164,476	\$191,900	\$191,900			
PAY PLAN: ZA	I						II			III		IV		V					
	\$34,121						\$69,154			\$100,287		\$140,923		\$165,761					
	\$81,392						\$108,769			\$155,034		\$183,202		\$191,900					
ADMINISTRATIVE SUPPORT	\$44,542	\$56,257	\$70,170	\$86,349	\$105,027														
PAY PLAN: ZS	I	II	III	IV	V														
	\$34,121	\$36,341	\$45,640	\$56,537	\$69,154														
	\$41,985	\$53,027	\$66,142	\$81,392	\$98,998														
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
34.47	34.72

NIST Locality Increase Differential
 $1.3472 / 1.3447 = 1.00186$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3447** Curr. Yr Rate: **0.3472** Loc. Diff: **1.00186** 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 - 55,130	69,154 - 86,761	100,287 - 124,619	140,923 - 159,714	165,761 - 177,378
02	55,131 - 70,887	86,762 - 99,966	124,620 - 142,868	159,715 - 173,807	177,379 - 186,091
03	70,888 - 81,392	99,967 - 108,769	142,869 - 155,034	173,808 - 183,202	186,092 - 191,900
04**	81,393 - 83,834	108,770 - 112,032	155,035 - 159,685	183,203 - 188,698	191,900 - 191,900***
05**	83,835 - 86,349	112,033 - 115,393	159,686 - 164,476	188,699 - 191,900	191,900 - 191,900****

Locality Area: **Houston-The Woodlands, TX**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3447** Curr. Yr Rate: **0.3472** Loc. Diff: **1.00186** 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	36,341 - 43,757	45,640 - 54,752	56,537 - 67,584	69,154 - 82,418
02	37,617 - 40,237	43,758 - 49,319	54,753 - 61,586	67,585 - 75,869	82,419 - 92,366
03	40,238 - 41,985	49,320 - 53,027	61,587 - 66,142	75,870 - 81,392	92,367 - 98,998
04**	41,986 - 43,245	53,028 - 54,618	66,143 - 68,126	81,393 - 83,834	98,999 - 101,968
05**	43,246 - 44,542	54,619 - 56,257	68,127 - 70,170	83,835 - 86,349	101,969 - 105,027

Locality Area: **Houston-The Woodlands, 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: 0.3447 Curr. Yr Rate: 0.3472 Loc. Diff: 1.00186 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 - 48,353	56,537 - 75,409	83,671 - 104,426	119,254 - 147,675	165,761 - 177,378
02	48,354 - 59,026	75,410 - 89,562	104,427 - 119,992	147,676 - 168,991	177,379 - 186,091
03	59,027 - 66,142	89,563 - 98,998	119,993 - 130,369	168,992 - 183,202	186,092 - 191,900
04**	66,143 - 68,126	98,999 - 101,968	130,370 - 134,280	183,203 - 188,698	191,900 - 191,900***
05**	68,127 - 70,170	101,969 - 105,027	134,281 - 138,308	188,699 - 191,900	191,900 - 191,900****

Locality Area: Houston-The Woodlands, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.3447 Curr. Yr Rate: 0.3472 Loc. Diff: 1.00186 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 - 42,524	45,640 - 61,530	69,154 - 82,418	83,671 - 104,426	119,254 - 135,156
02	42,525 - 48,826	61,531 - 73,447	82,419 - 92,366	104,427 - 119,992	135,157 - 147,083
03	48,827 - 53,027	73,448 - 81,392	92,367 - 98,998	119,993 - 130,369	147,084 - 155,034
04**	53,028 - 54,618	81,393 - 83,834	98,999 - 101,968	130,370 - 134,280	155,035 - 159,685
05**	54,619 - 56,257	83,835 - 86,349	101,969 - 105,027	134,281 - 138,308	159,686 - 164,476

Locality Area: Houston-The Woodlands, 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.