

2024

# Alternative Personnel Management System

San Diego-Chula Vista-Carlsbad, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$69,300					\$103,724					\$136,593					\$191,900					\$191,900										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,121				\$55,836				\$82,633				\$117,776				\$163,706																		
	\$65,322				\$97,770				\$128,752				\$180,931				\$191,900																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$55,559				\$85,278				\$103,724				\$136,593				\$162,437															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,121			\$45,075			\$68,297			\$82,633			\$117,776																						
	\$52,370			\$80,383			\$97,770			\$128,752			\$153,113																						
ADMINISTRATIVE							\$85,278							\$113,963							\$162,437							\$191,900							\$191,900
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,121						\$68,297						\$99,044						\$139,176						\$163,706										
	\$80,383						\$107,421						\$153,113						\$180,931						\$191,900										
ADMINISTRATIVE SUPPORT			\$44,542			\$55,559			\$69,300			\$85,278			\$103,724																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,121		\$35,890		\$45,075		\$55,836		\$68,297																										
	\$41,985		\$52,370		\$65,322		\$80,383		\$97,770																										
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
32.01	33.05

NIST Locality Increase Differential  
 $1.3305 / 1.3201 = 1.00788$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.3201**    Curr. Yr Rate: **0.3305**    Loc. Diff: **1.00788**    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 - 54,682	68,297 - 85,685	99,044 - 123,075	139,176 - 157,734	163,706 - 176,237
02	54,683 - 70,103	85,686 - 98,727	123,076 - 141,098	157,735 - 171,652	176,238 - 185,635
03	70,104 - 80,383	98,728 - 107,421	141,099 - 153,113	171,653 - 180,931	185,636 - 191,900
04**	80,384 - 82,794	107,422 - 110,644	153,114 - 157,706	180,932 - 186,359	191,900 - 191,900***
05**	82,795 - 85,278	110,645 - 113,963	157,707 - 162,437	186,360 - 191,900	191,900 - 191,900****

Locality Area: **San Diego-Chula Vista-Carlsbad, CA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3201**    Curr. Yr Rate: **0.3305**    Loc. Diff: **1.00788**    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	35,890 - 43,214	45,075 - 54,074	55,836 - 66,746	68,297 - 81,396
02	37,617 - 40,237	43,215 - 48,708	54,075 - 60,823	66,747 - 74,928	81,397 - 91,220
03	40,238 - 41,985	48,709 - 52,370	60,824 - 65,322	74,929 - 80,383	91,221 - 97,770
04**	41,986 - 43,245	52,371 - 53,941	65,323 - 67,282	80,384 - 82,794	97,771 - 100,703
05**	43,246 - 44,542	53,942 - 55,559	67,283 - 69,300	82,795 - 85,278	100,704 - 103,724

Locality Area: **San Diego-Chula Vista-Carlsbad, 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: 0.3201    Curr. Yr Rate: 0.3305    Loc. Diff: 1.00788    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 - 47,988	55,836 - 74,473	82,633 - 103,130	117,776 - 145,845	163,706 - 176,237
02	47,989 - 58,388	74,474 - 88,451	103,131 - 118,503	145,846 - 166,897	176,238 - 185,635
03	58,389 - 65,322	88,452 - 97,770	118,504 - 128,752	166,898 - 180,931	185,636 - 191,900
04**	65,323 - 67,282	97,771 - 100,703	128,753 - 132,615	180,932 - 186,359	191,900 - 191,900***
05**	67,283 - 69,300	100,704 - 103,724	132,616 - 136,593	186,360 - 191,900	191,900 - 191,900****

Locality Area: San Diego-Chula Vista-Carlsbad, CA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 14, 2024

Prev. Yr Rate: 0.3201    Curr. Yr Rate: 0.3305    Loc. Diff: 1.00788    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 - 42,232	45,075 - 60,767	68,297 - 81,396	82,633 - 103,130	117,776 - 133,481
02	42,233 - 48,315	60,768 - 72,537	81,397 - 91,220	103,131 - 118,503	133,482 - 145,260
03	48,316 - 52,370	72,538 - 80,383	91,221 - 97,770	118,504 - 128,752	145,261 - 153,113
04**	52,371 - 53,941	80,384 - 82,794	97,771 - 100,703	128,753 - 132,615	153,114 - 157,706
05**	53,942 - 55,559	82,795 - 85,278	100,704 - 103,724	132,616 - 136,593	157,707 - 162,437

Locality Area: San Diego-Chula Vista-Carlsbad, 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.