

2025

Alternative Personnel Management System

Albany-Schenectady, NY-MA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$95,752					\$126,103					\$177,192					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$51,543				\$76,282				\$108,723				\$151,123																		
	\$61,805				\$90,255				\$118,864				\$167,020				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,299				\$78,731				\$95,752				\$126,103				\$149,949															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$41,610			\$63,048			\$76,282			\$108,723																						
	\$48,354			\$74,212			\$90,255			\$118,864			\$141,342																						
ADMINISTRATIVE							\$78,731							\$105,201							\$149,949							\$177,192							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$63,048						\$91,430						\$128,478						\$151,123										
	\$74,212						\$99,162						\$141,342						\$167,020						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$51,299			\$63,969			\$78,731			\$95,752																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$41,610		\$51,543		\$63,048																										
	\$42,694		\$48,354		\$60,297		\$74,212		\$90,255																										
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, \$195,200, Division Chiefs' pay ceiling \$195,200

The GS-15, step 10, biweekly gross maximum pay limitation for 2025 is \$7,482.40

$$\frac{2024 \text{ rate}}{20.25} = \frac{2025 \text{ rate}}{20.77}$$

NIST Locality Increase Differential

$$1.2077 / 1.2025 = 1.00432$$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 12, 2025**

Prev. Yr Rate: **0.2025** Curr. Yr Rate: **0.2077** Loc. Diff: **1.00432** Gen. Inc.: **1.7**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	34,701 - 52,261	63,048 - 79,099	91,430 - 113,613	128,478 - 145,608	151,123 - 170,713
02	52,262 - 65,432	79,100 - 91,137	113,614 - 130,250	145,609 - 158,455	170,714 - 185,405
03	65,433 - 74,212	91,138 - 99,162	130,251 - 141,342	158,456 - 167,020	185,406 - 195,200
04**	74,213 - 76,438	99,163 - 102,137	141,343 - 145,582	167,021 - 172,031	195,200 - 195,200***
05**	76,439 - 78,731	102,138 - 105,201	145,583 - 149,949	172,032 - 177,192	195,200 - 195,200****

Locality Area: **Albany-Schenectady, NY-MA**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 12, 2025**

Prev. Yr Rate: **0.2025** Curr. Yr Rate: **0.2077** Loc. Diff: **1.00432** Gen. Inc.: **1.7**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	34,701 - 38,253	36,103 - 41,548	41,610 - 49,915	51,543 - 61,618	63,048 - 75,140
02	38,254 - 40,918	41,549 - 45,632	49,916 - 56,144	61,619 - 69,174	75,141 - 84,209
03	40,919 - 42,694	45,633 - 48,354	56,145 - 60,297	69,175 - 74,212	84,210 - 90,255
04**	42,695 - 43,975	48,355 - 49,805	60,298 - 62,106	74,213 - 76,438	90,256 - 92,963
05**	43,976 - 45,294	49,806 - 51,299	62,107 - 63,969	76,439 - 78,731	92,964 - 95,752

Locality Area: **Albany-Schenectady, NY-MA**

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 12, 2025

Prev. Yr Rate: 0.2025 Curr. Yr Rate: 0.2077 Loc. Diff: 1.00432 Gen. Inc.: 1.7

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	34,701 - 46,747	51,543 - 68,748	76,282 - 95,207	108,723 - 134,633	151,123 - 170,713
02	46,748 - 55,782	68,749 - 81,652	95,208 - 109,401	134,634 - 154,065	170,714 - 185,405
03	55,783 - 61,805	81,653 - 90,255	109,402 - 118,864	154,066 - 167,020	185,406 - 195,200
04**	61,806 - 63,659	90,256 - 92,963	118,865 - 122,430	167,021 - 172,031	195,200 - 195,200***
05**	63,660 - 65,569	92,964 - 95,752	122,431 - 126,103	172,032 - 177,192	195,200 - 195,200****

Locality Area: Albany-Schenectady, NY-MA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2025 Curr. Yr Rate: 0.2077 Loc. Diff: 1.00432 Gen. Inc.: 1.7

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	34,701 - 40,769	41,610 - 56,100	63,048 - 75,140	76,282 - 95,207	108,723 - 123,220
02	40,770 - 45,320	56,101 - 66,967	75,141 - 84,209	95,208 - 109,401	123,221 - 134,093
03	45,321 - 48,354	66,968 - 74,212	84,210 - 90,255	109,402 - 118,864	134,094 - 141,342
04**	48,355 - 49,805	74,213 - 76,438	90,256 - 92,963	118,865 - 122,430	141,343 - 145,582
05**	49,806 - 51,299	76,439 - 78,731	92,964 - 95,752	122,431 - 126,103	145,583 - 149,949

Locality Area: Albany-Schenectady, NY-MA

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.