

2025

Alternative Personnel Management System

Albuquerque-Santa Fe-Las Vegas, NM

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|----------|---|----------|----------|----------|----------|----------|----------|-----------|-----------|----|----------|-----------|-----------|-----------|-----------|-----------|--|-----------|-----------|-----------|--|--|--|-----------|--|--|-----------|--|--|--|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | \$65,569 | | | | | \$93,818 | | | | | \$123,556 | | | | | \$173,612 | | | | | \$195,200 | | | | | | | | | | |
| PAY PLAN: ZP | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | | | | | | | |
| | \$34,701 | | | | \$50,502 | | | | \$74,741 | | | | \$106,527 | | | | \$148,070 | | | | | | | | | | | | | | | | | | |
| | \$61,805 | | | | \$88,432 | | | | \$116,463 | | | | \$163,646 | | | | \$192,490 | | | | | | | | | | | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | \$50,262 | | | | \$77,141 | | | | \$93,818 | | | | \$123,556 | | | | \$146,920 | | | | | | | | | | | | | | | |
| PAY PLAN: ZT | I | | | II | | | III | | | IV | | | V | | | | | | | | | | | | | | | | | | | | | | |
| | \$34,701 | | | \$40,769 | | | \$61,774 | | | \$74,741 | | | \$106,527 | | | | | | | | | | | | | | | | | | | | | | |
| | \$47,377 | | | \$72,713 | | | \$88,432 | | | \$116,463 | | | \$138,486 | | | | | | | | | | | | | | | | | | | | | | |
| ADMINISTRATIVE | | | | | | | \$77,141 | | | | | | | \$103,075 | | | | | | | \$146,920 | | | | | | | \$173,612 | | | | | | | \$195,200 |
| PAY PLAN: ZA | I | | | | | | II | | | | | | III | | | | | | IV | | | | | | V | | | | | | | | | | |
| | \$34,701 | | | | | | \$61,774 | | | | | | \$89,583 | | | | | | \$125,882 | | | | | | \$148,070 | | | | | | | | | | |
| | \$72,713 | | | | | | \$97,158 | | | | | | \$138,486 | | | | | | \$163,646 | | | | | | \$192,490 | | | | | | | | | | |
| ADMINISTRATIVE SUPPORT | | | \$45,294 | | | \$50,262 | | | \$62,677 | | | \$77,141 | | | \$93,818 | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | I | | II | | III | | IV | | V | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$34,701 | | \$36,103 | | \$40,769 | | \$50,502 | | \$61,774 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$42,694 | | \$47,377 | | \$59,079 | | \$72,713 | | \$88,432 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 \$7,378.40

| | |
|-----------|-----------|
| 2024 rate | 2025 rate |
| 18.05 | 18.33 |

NIST Locality Increase Differential
 $1.1833 / 1.1805 = 1.00237$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1805** Curr. Yr Rate: **0.1833** Loc. Diff: **1.00237** 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 - 51,595 | 61,774 - 77,500 | 89,583 - 111,318 | 125,882 - 142,666 | 148,070 - 167,812 |
| 02 | 51,596 - 64,266 | 77,501 - 89,295 | 111,319 - 127,619 | 142,667 - 155,254 | 167,813 - 182,619 |
| 03 | 64,267 - 72,713 | 89,296 - 97,158 | 127,620 - 138,486 | 155,255 - 163,646 | 182,620 - 192,490 |
| 04** | 72,714 - 74,894 | 97,159 - 100,073 | 138,487 - 142,641 | 163,647 - 168,555 | 192,491 - 195,200*** |
| 05** | 74,895 - 77,141 | 100,074 - 103,075 | 142,642 - 146,920 | 168,556 - 173,612 | 195,200 - 195,200**** |

Locality Area: **Albuquerque-Santa Fe-Las Vegas, NM**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1805** Curr. Yr Rate: **0.1833** Loc. Diff: **1.00237** 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 - 41,114 | 40,769 - 48,907 | 50,502 - 60,374 | 61,774 - 73,622 |
| 02 | 38,254 - 40,918 | 41,115 - 44,872 | 48,908 - 55,010 | 60,375 - 67,777 | 73,623 - 82,508 |
| 03 | 40,919 - 42,694 | 44,873 - 47,377 | 55,011 - 59,079 | 67,778 - 72,713 | 82,509 - 88,432 |
| 04** | 42,695 - 43,975 | 47,378 - 48,798 | 59,080 - 60,851 | 72,714 - 74,894 | 88,433 - 91,085 |
| 05** | 43,976 - 45,294 | 48,799 - 50,262 | 60,852 - 62,677 | 74,895 - 77,141 | 91,086 - 93,818 |

Locality Area: **Albuquerque-Santa Fe-Las Vegas, NM**

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: 0.1805 Curr. Yr Rate: 0.1833 Loc. Diff: 1.00237 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 | 50,502 - 67,360 | 74,741 - 93,284 | 106,527 - 131,913 | 148,070 - 167,812 |
| 02 | 46,748 - 55,782 | 67,361 - 80,003 | 93,285 - 107,191 | 131,914 - 150,953 | 167,813 - 182,619 |
| 03 | 55,783 - 61,805 | 80,004 - 88,432 | 107,192 - 116,463 | 150,954 - 163,646 | 182,620 - 192,490 |
| 04** | 61,806 - 63,659 | 88,433 - 91,085 | 116,464 - 119,957 | 163,647 - 168,555 | 192,491 - 195,200*** |
| 05** | 63,660 - 65,569 | 91,086 - 93,818 | 119,958 - 123,556 | 168,556 - 173,612 | 195,200 - 195,200**** |

Locality Area: Albuquerque-Santa Fe-Las Vegas, NM

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1805 Curr. Yr Rate: 0.1833 Loc. Diff: 1.00237 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 - 40,335 | 40,769 - 54,966 | 61,774 - 73,622 | 74,741 - 93,284 | 106,527 - 120,731 |
| 02 | 40,336 - 44,560 | 54,967 - 65,614 | 73,623 - 82,508 | 93,285 - 107,191 | 120,732 - 131,384 |
| 03 | 44,561 - 47,377 | 65,615 - 72,713 | 82,509 - 88,432 | 107,192 - 116,463 | 131,385 - 138,486 |
| 04** | 47,378 - 48,798 | 72,714 - 74,894 | 88,433 - 91,085 | 116,464 - 119,957 | 138,487 - 142,641 |
| 05** | 48,799 - 50,262 | 74,895 - 77,141 | 91,086 - 93,818 | 119,958 - 123,556 | 142,642 - 146,920 |

Locality Area: Albuquerque-Santa Fe-Las Vegas, NM

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.