

2025

Alternative Personnel Management System

Austin-Round Rock-Georgetown, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$95,418					\$125,665					\$176,575					\$195,200				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,701				\$51,364				\$76,017				\$108,345				\$150,598												
	\$61,805				\$89,941				\$118,451				\$166,439				\$195,200												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$51,121					\$78,458					\$95,418					\$125,665					\$149,428				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,701				\$41,465				\$62,829				\$76,017				\$108,345												
	\$48,186				\$73,954				\$89,941				\$118,451				\$140,850												
ADMINISTRATIVE									\$78,458					\$104,835					\$149,428					\$176,575					\$195,200
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,701				\$62,829				\$91,112				\$128,031				\$150,598												
	\$73,954				\$98,817				\$140,850				\$166,439				\$195,200												
ADMINISTRATIVE SUPPORT	\$45,294	\$51,121	\$63,747	\$78,458	\$95,418																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,701	\$36,103	\$41,465	\$51,364	\$62,829																								
	\$42,694	\$48,186	\$60,087	\$73,954	\$89,941																								
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

2024 rate	2025 rate
19.99	20.35

NIST Locality Increase Differential

$$1.2035 / 1.1999 = 1.003$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1999** Curr. Yr Rate: **0.2035** Loc. Diff: **1.003** 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 - 52,147	62,829 - 78,824	91,112 - 113,218	128,031 - 145,101	150,598 - 170,421
02	52,148 - 65,231	78,825 - 90,820	113,219 - 129,797	145,102 - 157,904	170,422 - 185,288
03	65,232 - 73,954	90,821 - 98,817	129,798 - 140,850	157,905 - 166,439	185,289 - 195,200
04**	73,955 - 76,173	98,818 - 101,782	140,851 - 145,076	166,440 - 171,432	195,200 - 195,200***
05**	76,174 - 78,458	101,783 - 104,835	145,077 - 149,428	171,433 - 176,575	195,200 - 195,200****

Locality Area: **Austin-Round Rock-Georgetown, TX**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1999** Curr. Yr Rate: **0.2035** Loc. Diff: **1.003** 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 - 41,473	41,465 - 49,741	51,364 - 61,404	62,829 - 74,879
02	38,254 - 40,918	41,474 - 45,501	49,742 - 55,949	61,405 - 68,934	74,880 - 83,916
03	40,919 - 42,694	45,502 - 48,186	55,950 - 60,087	68,935 - 73,954	83,917 - 89,941
04**	42,695 - 43,975	48,187 - 49,632	60,088 - 61,890	73,955 - 76,173	89,942 - 92,639
05**	43,976 - 45,294	49,633 - 51,121	61,891 - 63,747	76,174 - 78,458	92,640 - 95,418

Locality Area: **Austin-Round Rock-Georgetown, 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 12, 2025

Prev. Yr Rate: 0.1999 Curr. Yr Rate: 0.2035 Loc. Diff: 1.003 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	51,364 - 68,509	76,017 - 94,877	108,345 - 134,165	150,598 - 170,421
02	46,748 - 55,782	68,510 - 81,368	94,878 - 109,021	134,166 - 153,529	170,422 - 185,288
03	55,783 - 61,805	81,369 - 89,941	109,022 - 118,451	153,530 - 166,439	185,289 - 195,200
04**	61,806 - 63,659	89,942 - 92,639	118,452 - 122,005	166,440 - 171,432	195,200 - 195,200***
05**	63,660 - 65,569	92,640 - 95,418	122,006 - 125,665	171,433 - 176,575	195,200 - 195,200****

Locality Area: Austin-Round Rock-Georgetown, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1999 Curr. Yr Rate: 0.2035 Loc. Diff: 1.003 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 - 40,694	41,465 - 55,905	62,829 - 74,879	76,017 - 94,877	108,345 - 122,792
02	40,695 - 45,189	55,906 - 66,734	74,880 - 83,916	94,878 - 109,021	122,793 - 133,627
03	45,190 - 48,186	66,735 - 73,954	83,917 - 89,941	109,022 - 118,451	133,628 - 140,850
04**	48,187 - 49,632	73,955 - 76,173	89,942 - 92,639	118,452 - 122,005	140,851 - 145,076
05**	49,633 - 51,121	76,174 - 78,458	92,640 - 95,418	122,006 - 125,665	145,077 - 149,428

Locality Area: Austin-Round Rock-Georgetown, 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.