

2025

Alternative Personnel Management System

Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$70,224					\$105,115				\$138,435			\$194,520	\$195,200	
PAY PLAN: ZP	I				II				III			IV		V					
	\$34,701				\$56,584				\$83,742			\$119,355			\$165,901			\$195,200	
	\$66,193				\$99,081				\$130,488			\$183,353							
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$56,314				\$86,430			\$105,115			\$138,435			\$164,614		
PAY PLAN: ZT	I			II			III		IV		V								
	\$34,701			\$45,679			\$69,213		\$83,742			\$119,355							
	\$53,082			\$81,469			\$99,081		\$130,488			\$155,164							
ADMINISTRATIVE							\$86,430				\$115,489			\$164,614	\$194,520	\$195,200			
PAY PLAN: ZA	I						II			III		IV		V					
	\$34,701						\$69,213			\$100,371			\$141,041	\$165,901					
	\$81,469						\$108,859			\$155,164			\$183,353	\$195,200					
ADMINISTRATIVE SUPPORT	\$45,294	\$56,314	\$70,224	\$86,430	\$105,115														
PAY PLAN: ZS	I	II	III	IV	V														
	\$34,701	\$36,372	\$45,679	\$56,584	\$69,213														
	\$42,694	\$53,082	\$66,193	\$81,469	\$99,081														
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
31.97	32.58

NIST Locality Increase Differential
 $1.3258 / 1.3197 = 1.00462$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3197** Curr. Yr Rate: **0.3258** Loc. Diff: **1.00462** 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 - 55,487	69,213 - 86,833	100,371 - 124,723	141,041 - 159,846	165,901 - 178,923
02	55,488 - 71,076	86,834 - 100,049	124,724 - 142,988	159,847 - 173,950	178,924 - 188,689
03	71,077 - 81,469	100,050 - 108,859	142,989 - 155,164	173,951 - 183,353	188,690 - 195,200
04**	81,470 - 83,913	108,860 - 112,125	155,165 - 159,819	183,354 - 188,854	195,200 - 195,200***
05**	83,914 - 86,430	112,126 - 115,489	159,820 - 164,614	188,855 - 194,520	195,200 - 195,200****

Locality Area: **Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3197** Curr. Yr Rate: **0.3258** Loc. Diff: **1.00462** 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	36,372 - 43,799	45,679 - 54,796	56,584 - 67,644	69,213 - 82,488
02	38,254 - 40,918	43,800 - 49,369	54,797 - 61,634	67,645 - 75,939	82,489 - 92,444
03	40,919 - 42,694	49,370 - 53,082	61,635 - 66,193	75,940 - 81,469	92,445 - 99,081
04**	42,695 - 43,975	53,083 - 54,674	66,194 - 68,179	81,470 - 83,913	99,082 - 102,053
05**	43,976 - 45,294	54,675 - 56,314	68,180 - 70,224	83,914 - 86,430	102,054 - 105,115

Locality Area: **Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT**

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: 0.3197 Curr. Yr Rate: 0.3258 Loc. Diff: 1.00462 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 - 48,697	56,584 - 75,472	83,742 - 104,518	119,355 - 147,799	165,901 - 178,923
02	48,698 - 59,195	75,473 - 89,637	104,519 - 120,100	147,800 - 169,131	178,924 - 188,689
03	59,196 - 66,193	89,638 - 99,081	120,101 - 130,488	169,132 - 183,353	188,690 - 195,200
04**	66,194 - 68,179	99,082 - 102,053	130,489 - 134,403	183,354 - 188,854	195,200 - 195,200***
05**	68,180 - 70,224	102,054 - 105,115	134,404 - 138,435	188,855 - 194,520	195,200 - 195,200****

Locality Area: Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.3197 Curr. Yr Rate: 0.3258 Loc. Diff: 1.00462 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 - 42,870	45,679 - 61,586	69,213 - 82,488	83,742 - 104,518	119,355 - 135,270
02	42,871 - 48,997	61,587 - 73,516	82,489 - 92,444	104,519 - 120,100	135,271 - 147,206
03	48,998 - 53,082	73,517 - 81,469	92,445 - 99,081	120,101 - 130,488	147,207 - 155,164
04**	53,083 - 54,674	81,470 - 83,913	99,082 - 102,053	130,489 - 134,403	155,165 - 159,819
05**	54,675 - 56,314	83,914 - 86,430	102,054 - 105,115	134,404 - 138,435	159,820 - 164,614

Locality Area: Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

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.