

2025

# Alternative Personnel Management System

Buffalo-Cheektowaga-Olean NY

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$97,052					\$127,815					\$179,598					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$52,243				\$77,318				\$110,200				\$153,175																		
	\$61,805				\$91,481				\$120,478				\$169,288				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,995				\$79,801				\$97,052				\$127,815				\$151,986															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$42,175			\$63,904			\$77,318			\$110,200																						
	\$49,011			\$75,220			\$91,481			\$120,478			\$143,261																						
ADMINISTRATIVE							\$79,801							\$106,629							\$151,986							\$179,598							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$63,904						\$92,672						\$130,222						\$153,175										
	\$75,220						\$100,508						\$143,261						\$169,288						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$51,995			\$64,837			\$79,801			\$97,052																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$42,175		\$52,243		\$63,904																										
	\$42,694		\$49,011		\$61,116		\$75,220		\$91,481																										
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
21.99	22.41

NIST Locality Increase Differential

$$1.2241 / 1.2199 = 1.00344$$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.2199**    Curr. Yr Rate: **0.2241**    Loc. Diff: **1.00344**    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 - 52,709	63,904 - 80,172	92,672 - 115,156	130,222 - 147,585	153,175 - 171,853
02	52,710 - 66,216	80,173 - 92,374	115,157 - 132,019	147,586 - 160,607	171,854 - 185,861
03	66,217 - 75,220	92,375 - 100,508	132,020 - 143,261	160,608 - 169,288	185,862 - 195,200
04**	75,221 - 77,477	100,509 - 103,523	143,262 - 147,559	169,289 - 174,367	195,200 - 195,200***
05**	77,478 - 79,801	103,524 - 106,629	147,560 - 151,986	174,368 - 179,598	195,200 - 195,200****

Locality Area: **Buffalo-Cheektowaga-Olean NY**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2199**    Curr. Yr Rate: **0.2241**    Loc. Diff: **1.00344**    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 - 41,840	42,175 - 50,593	52,243 - 62,455	63,904 - 76,160
02	38,254 - 40,918	41,841 - 46,143	50,594 - 56,907	62,456 - 70,114	76,161 - 85,353
03	40,919 - 42,694	46,144 - 49,011	56,908 - 61,116	70,115 - 75,220	85,354 - 91,481
04**	42,695 - 43,975	49,012 - 50,481	61,117 - 62,949	75,221 - 77,477	91,482 - 94,225
05**	43,976 - 45,294	50,482 - 51,995	62,950 - 64,837	77,478 - 79,801	94,226 - 97,052

Locality Area: **Buffalo-Cheektowaga-Olean NY**

### 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: 0.2199    Curr. Yr Rate: 0.2241    Loc. Diff: 1.00344    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	52,243 - 69,682	77,318 - 96,500	110,200 - 136,461	153,175 - 171,853
02	46,748 - 55,782	69,683 - 82,761	96,501 - 110,887	136,462 - 156,157	171,854 - 185,861
03	55,783 - 61,805	82,762 - 91,481	110,888 - 120,478	156,158 - 169,288	185,862 - 195,200
04**	61,806 - 63,659	91,482 - 94,225	120,479 - 124,092	169,289 - 174,367	195,200 - 195,200***
05**	63,660 - 65,569	94,226 - 97,052	124,093 - 127,815	174,368 - 179,598	195,200 - 195,200****

Locality Area: Buffalo-Cheektowaga-Olean NY

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.2199    Curr. Yr Rate: 0.2241    Loc. Diff: 1.00344    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 - 41,061	42,175 - 56,862	63,904 - 76,160	77,318 - 96,500	110,200 - 124,894
02	41,062 - 45,831	56,863 - 67,877	76,161 - 85,353	96,501 - 110,887	124,895 - 135,914
03	45,832 - 49,011	67,878 - 75,220	85,354 - 91,481	110,888 - 120,478	135,915 - 143,261
04**	49,012 - 50,481	75,221 - 77,477	91,482 - 94,225	120,479 - 124,092	143,262 - 147,559
05**	50,482 - 51,995	77,478 - 79,801	94,226 - 97,052	124,093 - 127,815	147,560 - 151,986

Locality Area: Buffalo-Cheektowaga-Olean NY

### 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.