

2025

# Alternative Personnel Management System

Chicago-Naperville, IL-IN-WI

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$69,313					\$103,752					\$136,639					\$191,995					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$55,850				\$82,655				\$117,807				\$163,749																		
	\$65,334				\$97,796				\$128,795				\$180,974				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$55,585				\$85,309				\$103,752				\$136,639				\$162,478															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$45,087			\$68,315			\$82,655			\$117,807																						
	\$52,394			\$80,412			\$97,796			\$128,795			\$153,151																						
ADMINISTRATIVE							\$85,309							\$113,990							\$162,478							\$191,995							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$68,315						\$99,069						\$139,211						\$163,749										
	\$80,412						\$107,447						\$153,151						\$180,974						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$55,585			\$69,313			\$85,309			\$103,752																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$45,087		\$55,850		\$68,315																										
	\$42,694		\$52,394		\$65,334		\$80,412		\$97,796																										
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
30.41	30.86

NIST Locality Increase Differential  
 $1.3086 / 1.3041 = 1.00345$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.3041**    Curr. Yr Rate: **0.3086**    Loc. Diff: **1.00345**    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 - 55,017	68,315 - 85,707	99,069 - 123,105	139,211 - 157,772	163,749 - 177,727
02	55,018 - 70,254	85,708 - 98,751	123,106 - 141,133	157,773 - 171,693	177,728 - 188,211
03	70,255 - 80,412	98,752 - 107,447	141,134 - 153,151	171,694 - 180,974	188,212 - 195,200
04**	80,413 - 82,824	107,448 - 110,670	153,152 - 157,746	180,975 - 186,403	195,200 - 195,200***
05**	82,825 - 85,309	110,671 - 113,990	157,747 - 162,478	186,404 - 191,995	195,200 - 195,200****

Locality Area: **Chicago-Naperville, IL-IN-WI**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3041**    Curr. Yr Rate: **0.3086**    Loc. Diff: **1.00345**    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 - 43,343	45,087 - 54,086	55,850 - 66,766	68,315 - 81,418
02	38,254 - 40,918	43,344 - 48,774	54,087 - 60,835	66,767 - 74,954	81,419 - 91,245
03	40,919 - 42,694	48,775 - 52,394	60,836 - 65,334	74,955 - 80,412	91,246 - 97,796
04**	42,695 - 43,975	52,395 - 53,966	65,335 - 67,294	80,413 - 82,824	97,797 - 100,730
05**	43,976 - 45,294	53,967 - 55,585	67,295 - 69,313	82,825 - 85,309	100,731 - 103,752

Locality Area: **Chicago-Naperville, IL-IN-WI**

### 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: 0.3041    Curr. Yr Rate: 0.3086    Loc. Diff: 1.00345    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 - 48,316	55,850 - 74,493	82,655 - 103,162	117,807 - 145,881	163,749 - 177,727
02	48,317 - 58,527	74,494 - 88,475	103,163 - 118,542	145,882 - 166,937	177,728 - 188,211
03	58,528 - 65,334	88,476 - 97,796	118,543 - 128,795	166,938 - 180,974	188,212 - 195,200
04**	65,335 - 67,294	97,797 - 100,730	128,796 - 132,659	180,975 - 186,403	195,200 - 195,200***
05**	67,295 - 69,313	100,731 - 103,752	132,660 - 136,639	186,404 - 191,995	195,200 - 195,200****

Locality Area: Chicago-Naperville, IL-IN-WI

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.3041    Curr. Yr Rate: 0.3086    Loc. Diff: 1.00345    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 - 42,565	45,087 - 60,787	68,315 - 81,418	82,655 - 103,162	117,807 - 133,515
02	42,566 - 48,462	60,788 - 72,562	81,419 - 91,245	103,163 - 118,542	133,516 - 145,297
03	48,463 - 52,394	72,563 - 80,412	91,246 - 97,796	118,543 - 128,795	145,298 - 153,151
04**	52,395 - 53,966	80,413 - 82,824	97,797 - 100,730	128,796 - 132,659	153,152 - 157,746
05**	53,967 - 55,585	82,825 - 85,309	100,731 - 103,752	132,660 - 136,639	157,747 - 162,478

Locality Area: Chicago-Naperville, IL-IN-WI

### 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.