

2025

Alternative Personnel Management System

Cincinnati-Wilmington-Maysville, OH-KY-IN

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$66,518					\$96,672					\$127,314					\$178,893					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$52,039				\$77,015				\$109,767				\$152,575																		
	\$62,700				\$91,122				\$120,006				\$168,624				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,791				\$79,488				\$96,672				\$127,314				\$151,390															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$42,010			\$63,654			\$77,015			\$109,767																						
	\$48,818			\$74,925			\$91,122			\$120,006			\$142,700																						
ADMINISTRATIVE							\$79,488							\$106,211							\$151,390							\$178,893							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$63,654						\$92,308						\$129,712						\$152,575										
	\$74,925						\$100,114						\$142,700						\$168,624						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$51,791			\$64,583			\$79,488			\$96,672																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$42,010		\$52,039		\$63,654																										
	\$42,694		\$48,818		\$60,876		\$74,925		\$91,122																										
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
21.69	21.93

NIST Locality Increase Differential
 $1.2193 / 1.2169 = 1.00197$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2169** Curr. Yr Rate: **0.2193** Loc. Diff: **1.00197** 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 - 52,578	63,654 - 79,858	92,308 - 114,704	129,712 - 147,006	152,575 - 171,519
02	52,579 - 65,986	79,859 - 92,012	114,705 - 131,502	147,007 - 159,977	171,520 - 185,728
03	65,987 - 74,925	92,013 - 100,114	131,503 - 142,700	159,978 - 168,624	185,729 - 195,200
04**	74,926 - 77,173	100,115 - 103,117	142,701 - 146,981	168,625 - 173,683	195,200 - 195,200***
05**	77,174 - 79,488	103,118 - 106,211	146,982 - 151,390	173,684 - 178,893	195,200 - 195,200****

Locality Area: **Cincinnati-Wilmington-Maysville, OH-KY-IN**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2169** Curr. Yr Rate: **0.2193** Loc. Diff: **1.00197** 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 - 41,754	42,010 - 50,395	52,039 - 62,211	63,654 - 75,862
02	38,254 - 40,918	41,755 - 45,992	50,396 - 56,684	62,212 - 69,839	75,863 - 85,018
03	40,919 - 42,694	45,993 - 48,818	56,685 - 60,876	69,840 - 74,925	85,019 - 91,122
04**	42,695 - 43,975	48,819 - 50,283	60,877 - 62,702	74,926 - 77,173	91,123 - 93,856
05**	43,976 - 45,294	50,284 - 51,791	62,703 - 64,583	77,174 - 79,488	93,857 - 96,672

Locality Area: **Cincinnati-Wilmington-Maysville, OH-KY-IN**

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: 0.2169 Curr. Yr Rate: 0.2193 Loc. Diff: 1.00197 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 - 47,145	52,039 - 69,409	77,015 - 96,122	109,767 - 135,926	152,575 - 171,519
02	47,146 - 56,478	69,410 - 82,437	96,123 - 110,452	135,927 - 155,545	171,520 - 185,728
03	56,479 - 62,700	82,438 - 91,122	110,453 - 120,006	155,546 - 168,624	185,729 - 195,200
04**	62,701 - 64,581	91,123 - 93,856	120,007 - 123,606	168,625 - 173,683	195,200 - 195,200***
05**	64,582 - 66,518	93,857 - 96,672	123,607 - 127,314	173,684 - 178,893	195,200 - 195,200****

Locality Area: Cincinnati-Wilmington-Maysville, OH-KY-IN

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2169 Curr. Yr Rate: 0.2193 Loc. Diff: 1.00197 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 - 40,975	42,010 - 56,639	63,654 - 75,862	77,015 - 96,122	109,767 - 124,404
02	40,976 - 45,681	56,640 - 67,611	75,863 - 85,018	96,123 - 110,452	124,405 - 135,382
03	45,682 - 48,818	67,612 - 74,925	85,019 - 91,122	110,453 - 120,006	135,383 - 142,700
04**	48,819 - 50,283	74,926 - 77,173	91,123 - 93,856	120,007 - 123,606	142,701 - 146,981
05**	50,284 - 51,791	77,174 - 79,488	93,857 - 96,672	123,607 - 127,314	146,982 - 151,390

Locality Area: Cincinnati-Wilmington-Maysville, OH-KY-IN

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.