

2025

Alternative Personnel Management System

Colorado Springs, CO

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$95,261					\$125,456					\$176,282					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$51,279				\$75,890				\$108,165				\$150,347																		
	\$61,805				\$89,792				\$118,254				\$166,163				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,035				\$78,327				\$95,261				\$125,456				\$149,179															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$41,396			\$62,724			\$75,890			\$108,165																						
	\$48,106			\$73,831			\$89,792			\$118,254			\$140,616																						
ADMINISTRATIVE							\$78,327							\$104,661							\$149,179							\$176,282							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$62,724						\$90,961						\$127,818						\$150,347										
	\$73,831						\$98,653						\$140,616						\$166,163						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$51,035			\$63,641			\$78,327			\$95,261																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$41,396		\$51,279		\$62,724																										
	\$42,694		\$48,106		\$59,987		\$73,831		\$89,792																										
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
19.73	20.15

NIST Locality Increase Differential
 $1.2015 / 1.1973 = 1.00351$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1973** Curr. Yr Rate: **0.2015** Loc. Diff: **1.00351** 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 - 52,092	62,724 - 78,692	90,961 - 113,030	127,818 - 144,860	150,347 - 170,282
02	52,093 - 65,135	78,693 - 90,669	113,031 - 129,582	144,861 - 157,642	170,283 - 185,233
03	65,136 - 73,831	90,670 - 98,653	129,583 - 140,616	157,643 - 166,163	185,234 - 195,200
04**	73,832 - 76,046	98,654 - 101,613	140,617 - 144,834	166,164 - 171,148	195,200 - 195,200***
05**	76,047 - 78,327	101,614 - 104,661	144,835 - 149,179	171,149 - 176,282	195,200 - 195,200****

Locality Area: **Colorado Springs, CO**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1973** Curr. Yr Rate: **0.2015** Loc. Diff: **1.00351** 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 - 41,438	41,396 - 49,659	51,279 - 61,302	62,724 - 74,754
02	38,254 - 40,918	41,439 - 45,439	49,660 - 55,856	61,303 - 68,819	74,755 - 83,777
03	40,919 - 42,694	45,440 - 48,106	55,857 - 59,987	68,820 - 73,831	83,778 - 89,792
04**	42,695 - 43,975	48,107 - 49,549	59,988 - 61,787	73,832 - 76,046	89,793 - 92,486
05**	43,976 - 45,294	49,550 - 51,035	61,788 - 63,641	76,047 - 78,327	92,487 - 95,261

Locality Area: **Colorado Springs, CO**

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: 0.1973 Curr. Yr Rate: 0.2015 Loc. Diff: 1.00351 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	51,279 - 68,396	75,890 - 94,718	108,165 - 133,942	150,347 - 170,282
02	46,748 - 55,782	68,397 - 81,234	94,719 - 108,840	133,943 - 153,275	170,283 - 185,233
03	55,783 - 61,805	81,235 - 89,792	108,841 - 118,254	153,276 - 166,163	185,234 - 195,200
04**	61,806 - 63,659	89,793 - 92,486	118,255 - 121,802	166,164 - 171,148	195,200 - 195,200***
05**	63,660 - 65,569	92,487 - 95,261	121,803 - 125,456	171,149 - 176,282	195,200 - 195,200****

Locality Area: Colorado Springs, CO

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1973 Curr. Yr Rate: 0.2015 Loc. Diff: 1.00351 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 - 40,659	41,396 - 55,812	62,724 - 74,754	75,890 - 94,718	108,165 - 122,588
02	40,660 - 45,127	55,813 - 66,623	74,755 - 83,777	94,719 - 108,840	122,589 - 133,405
03	45,128 - 48,106	66,624 - 73,831	83,778 - 89,792	108,841 - 118,254	133,406 - 140,616
04**	48,107 - 49,549	73,832 - 76,046	89,793 - 92,486	118,255 - 121,802	140,617 - 144,834
05**	49,550 - 51,035	76,047 - 78,327	92,487 - 95,261	121,803 - 125,456	144,835 - 149,179

Locality Area: Colorado Springs, CO

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.