

2025

Alternative Personnel Management System

Charlotte-Concord, NC-SC

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|----------|----------|----------|----------|----------|---|---|---|-----------|----------|----|----|-----------|-----------|-----------|--|-----------|--|-----------|-----------|--|--|--|-----------|-----------|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | \$65,569 | | | | | \$94,879 | | | | | \$124,954 | | | | | \$175,578 | | | | | \$195,200 | | | | |
| PAY PLAN: ZP | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | |
| | \$34,701 | | | | \$51,074 | | | | \$75,587 | | | | \$107,733 | | | | \$149,747 | | | | | | | | | | | | |
| | \$61,805 | | | | \$89,433 | | | | \$117,782 | | | | \$165,499 | | | | \$194,670 | | | | | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | | \$50,831 | | | | | \$78,014 | | | | | \$94,879 | | | | | \$124,954 | | | | | \$148,585 | | | | |
| PAY PLAN: ZT | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | |
| | \$34,701 | | | | \$41,231 | | | | \$62,474 | | | | \$75,587 | | | | \$107,733 | | | | | | | | | | | | |
| | \$47,913 | | | | \$73,536 | | | | \$89,433 | | | | \$117,782 | | | | \$140,055 | | | | | | | | | | | | |
| ADMINISTRATIVE | | | | | | | | | \$78,014 | | | | | \$104,243 | | | | | \$148,585 | | | | | \$175,578 | | | | | \$195,200 |
| PAY PLAN: ZA | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | |
| | \$34,701 | | | | \$62,474 | | | | \$90,597 | | | | \$127,307 | | | | \$149,747 | | | | | | | | | | | | |
| | \$73,536 | | | | \$98,259 | | | | \$140,055 | | | | \$165,499 | | | | \$194,670 | | | | | | | | | | | | |
| ADMINISTRATIVE SUPPORT | \$45,294 | \$50,831 | \$63,386 | \$78,014 | \$94,879 | | | | | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | I | II | III | IV | V | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$34,701 | \$36,103 | \$41,231 | \$51,074 | \$62,474 | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$42,694 | \$47,913 | \$59,748 | \$73,536 | \$89,433 | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 \$7,462.40

| | |
|-----------|-----------|
| 2024 rate | 2025 rate |
| 19.26 | 19.67 |

NIST Locality Increase Differential
 $1.1967 / 1.1926 = 1.00344$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1926** Curr. Yr Rate: **0.1967** 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 - 51,961 | 62,474 - 78,378 | 90,597 - 112,578 | 127,307 - 144,281 | 149,747 - 169,713 |
| 02 | 51,962 - 64,906 | 78,379 - 90,307 | 112,579 - 129,064 | 144,282 - 157,012 | 169,714 - 184,687 |
| 03 | 64,907 - 73,536 | 90,308 - 98,259 | 129,065 - 140,055 | 157,013 - 165,499 | 184,688 - 194,670 |
| 04** | 73,537 - 75,742 | 98,260 - 101,207 | 140,056 - 144,257 | 165,500 - 170,464 | 194,671 - 195,200*** |
| 05** | 75,743 - 78,014 | 101,208 - 104,243 | 144,258 - 148,585 | 170,465 - 175,578 | 195,200 - 195,200**** |

Locality Area: **Charlotte-Concord, NC-SC**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1926** Curr. Yr Rate: **0.1967** 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 - 41,352 | 41,231 - 49,461 | 51,074 - 61,057 | 62,474 - 74,456 |
| 02 | 38,254 - 40,918 | 41,353 - 45,289 | 49,462 - 55,633 | 61,058 - 68,544 | 74,457 - 83,442 |
| 03 | 40,919 - 42,694 | 45,290 - 47,913 | 55,634 - 59,748 | 68,545 - 73,536 | 83,443 - 89,433 |
| 04** | 42,695 - 43,975 | 47,914 - 49,350 | 59,749 - 61,540 | 73,537 - 75,742 | 89,434 - 92,116 |
| 05** | 43,976 - 45,294 | 49,351 - 50,831 | 61,541 - 63,386 | 75,743 - 78,014 | 92,117 - 94,879 |

Locality Area: **Charlotte-Concord, NC-SC**

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: 0.1926 Curr. Yr Rate: 0.1967 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 | 51,074 - 68,122 | 75,587 - 94,340 | 107,733 - 133,407 | 149,747 - 169,713 |
| 02 | 46,748 - 55,782 | 68,123 - 80,909 | 94,341 - 108,405 | 133,408 - 152,662 | 169,714 - 184,687 |
| 03 | 55,783 - 61,805 | 80,910 - 89,433 | 108,406 - 117,782 | 152,663 - 165,499 | 184,688 - 194,670 |
| 04** | 61,806 - 63,659 | 89,434 - 92,116 | 117,783 - 121,315 | 165,500 - 170,464 | 194,671 - 195,200*** |
| 05** | 63,660 - 65,569 | 92,117 - 94,879 | 121,316 - 124,954 | 170,465 - 175,578 | 195,200 - 195,200**** |

Locality Area: Charlotte-Concord, NC-SC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1926 Curr. Yr Rate: 0.1967 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 - 40,573 | 41,231 - 55,589 | 62,474 - 74,456 | 75,587 - 94,340 | 107,733 - 122,098 |
| 02 | 40,574 - 44,977 | 55,590 - 66,357 | 74,457 - 83,442 | 94,341 - 108,405 | 122,099 - 132,872 |
| 03 | 44,978 - 47,913 | 66,358 - 73,536 | 83,443 - 89,433 | 108,406 - 117,782 | 132,873 - 140,055 |
| 04** | 47,914 - 49,350 | 73,537 - 75,742 | 89,434 - 92,116 | 117,783 - 121,315 | 140,056 - 144,257 |
| 05** | 49,351 - 50,831 | 75,743 - 78,014 | 92,117 - 94,879 | 121,316 - 124,954 | 144,258 - 148,585 |

Locality Area: Charlotte-Concord, NC-SC

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.