

2025

Alternative Personnel Management System

Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$71,746					\$106,193					\$139,854					\$195,200					\$195,200				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,701				\$57,164				\$84,601				\$120,579				\$167,603												
	\$67,627				\$100,097				\$131,826				\$185,234				\$195,200												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$56,893					\$87,317					\$106,193					\$139,854					\$166,302				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,701				\$46,148				\$69,923				\$84,601				\$120,579												
	\$53,627				\$82,305				\$100,097				\$131,826				\$156,755												
ADMINISTRATIVE									\$87,317					\$116,672					\$166,302					\$195,200					\$195,200
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,701				\$69,923				\$101,401				\$142,488				\$167,603												
	\$82,305				\$109,975				\$156,755				\$185,234				\$195,200												
ADMINISTRATIVE SUPPORT	\$45,294	\$56,893	\$70,944	\$87,317	\$106,193																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,701	\$36,745	\$46,148	\$57,164	\$69,923																								
	\$42,694	\$53,627	\$66,872	\$82,305	\$100,097																								
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
33.26	33.94

NIST Locality Increase Differential
 $1.3394 / 1.3326 = 1.0051$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3326** Curr. Yr Rate: **0.3394** Loc. Diff: **1.0051** 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 - 55,858	69,923 - 87,724	101,401 - 126,003	142,488 - 161,486	167,603 - 179,868
02	55,859 - 71,726	87,725 - 101,075	126,004 - 144,454	161,487 - 175,735	179,869 - 189,067
03	71,727 - 82,305	101,076 - 109,975	144,455 - 156,755	175,736 - 185,234	189,068 - 195,200
04**	82,306 - 84,774	109,976 - 113,274	156,756 - 161,458	185,235 - 190,791	195,200 - 195,200***
05**	84,775 - 87,317	113,275 - 116,672	161,459 - 166,302	190,792 - 195,200	195,200 - 195,200****

Locality Area: **Washington-Baltimore-Arlington, DC-MD-PA-VA-WV**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3326** Curr. Yr Rate: **0.3394** Loc. Diff: **1.0051** 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	36,745 - 44,248	46,148 - 55,359	57,164 - 68,338	69,923 - 83,334
02	38,254 - 40,918	44,249 - 49,875	55,360 - 62,267	68,339 - 76,718	83,335 - 93,392
03	40,919 - 42,694	49,876 - 53,627	62,268 - 66,872	76,719 - 82,305	93,393 - 100,097
04**	42,695 - 43,975	53,628 - 55,236	66,873 - 68,878	82,306 - 84,774	100,098 - 103,100
05**	43,976 - 45,294	55,237 - 56,893	68,879 - 70,944	84,775 - 87,317	103,101 - 106,193

Locality Area: **Washington-Baltimore-Arlington, DC-MD-PA-VA-WV**

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: 0.3326 Curr. Yr Rate: 0.3394 Loc. Diff: 1.0051 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 - 49,335	57,164 - 76,245	84,601 - 105,590	120,579 - 149,315	167,603 - 179,868
02	49,336 - 60,310	76,246 - 90,556	105,591 - 121,332	149,316 - 170,866	179,869 - 189,067
03	60,311 - 67,627	90,557 - 100,097	121,333 - 131,826	170,867 - 185,234	189,068 - 195,200
04**	67,628 - 69,656	100,098 - 103,100	131,827 - 135,781	185,235 - 190,791	195,200 - 195,200***
05**	69,657 - 71,746	103,101 - 106,193	135,782 - 139,854	190,792 - 195,200	195,200 - 195,200****

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.3326 Curr. Yr Rate: 0.3394 Loc. Diff: 1.0051 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 - 43,113	46,148 - 62,218	69,923 - 83,334	84,601 - 105,590	120,579 - 136,657
02	43,114 - 49,421	62,219 - 74,270	83,335 - 93,392	105,591 - 121,332	136,658 - 148,716
03	49,422 - 53,627	74,271 - 82,305	93,393 - 100,097	121,333 - 131,826	148,717 - 156,755
04**	53,628 - 55,236	82,306 - 84,774	100,098 - 103,100	131,827 - 135,781	156,756 - 161,458
05**	55,237 - 56,893	84,775 - 87,317	103,101 - 106,193	135,782 - 139,854	161,459 - 166,302

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

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.