

2025

Alternative Personnel Management System

Denver-Aurora-Boulder, CO

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$69,134					\$103,482					\$136,283					\$191,497					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$55,705				\$82,440				\$117,501				\$163,324																		
	\$65,165				\$97,542				\$128,460				\$180,504				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$55,441				\$85,087				\$103,482				\$136,283				\$162,056															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$44,969			\$68,138			\$82,440			\$117,501																						
	\$52,258			\$80,203			\$97,542			\$128,460			\$152,753																						
ADMINISTRATIVE							\$85,087							\$113,693							\$162,056							\$191,497							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$68,138						\$98,811						\$138,850						\$163,324										
	\$80,203						\$107,167						\$152,753						\$180,504						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$55,441			\$69,134			\$85,087			\$103,482																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$44,969		\$55,705		\$68,138																										
	\$42,694		\$52,258		\$65,165		\$80,203		\$97,542																										
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
29.88	30.52

NIST Locality Increase Differential
 $1.3052 / 1.2988 = 1.00493$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2988** Curr. Yr Rate: **0.3052** Loc. Diff: **1.00493** 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 - 54,924	68,138 - 85,484	98,811 - 122,785	138,850 - 157,363	163,324 - 177,491
02	54,925 - 70,091	85,485 - 98,494	122,786 - 140,766	157,364 - 171,248	177,492 - 188,116
03	70,092 - 80,203	98,495 - 107,167	140,767 - 152,753	171,249 - 180,504	188,117 - 195,200
04**	80,204 - 82,609	107,168 - 110,382	152,754 - 157,336	180,505 - 185,919	195,200 - 195,200***
05**	82,610 - 85,087	110,383 - 113,693	157,337 - 162,056	185,920 - 191,497	195,200 - 195,200****

Locality Area: **Denver-Aurora-Boulder, CO**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2988** Curr. Yr Rate: **0.3052** Loc. Diff: **1.00493** 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 - 43,283	44,969 - 53,945	55,705 - 66,593	68,138 - 81,206
02	38,254 - 40,918	43,284 - 48,668	53,946 - 60,677	66,594 - 74,759	81,207 - 91,008
03	40,919 - 42,694	48,669 - 52,258	60,678 - 65,165	74,760 - 80,203	91,009 - 97,542
04**	42,695 - 43,975	52,259 - 53,826	65,166 - 67,120	80,204 - 82,609	97,543 - 100,468
05**	43,976 - 45,294	53,827 - 55,441	67,121 - 69,134	82,610 - 85,087	100,469 - 103,482

Locality Area: **Denver-Aurora-Boulder, 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: 0.2988 Curr. Yr Rate: 0.3052 Loc. Diff: 1.00493 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 - 48,241	55,705 - 74,299	82,440 - 102,893	117,501 - 145,502	163,324 - 177,491
02	48,242 - 58,395	74,300 - 88,245	102,894 - 118,233	145,503 - 166,503	177,492 - 188,116
03	58,396 - 65,165	88,246 - 97,542	118,234 - 128,460	166,504 - 180,504	188,117 - 195,200
04**	65,166 - 67,120	97,543 - 100,468	128,461 - 132,314	180,505 - 185,919	195,200 - 195,200***
05**	67,121 - 69,134	100,469 - 103,482	132,315 - 136,283	185,920 - 191,497	195,200 - 195,200****

Locality Area: Denver-Aurora-Boulder, CO

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2988 Curr. Yr Rate: 0.3052 Loc. Diff: 1.00493 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 - 42,504	44,969 - 60,629	68,138 - 81,206	82,440 - 102,893	117,501 - 133,169
02	42,505 - 48,356	60,630 - 72,373	81,207 - 91,008	102,894 - 118,233	133,170 - 144,919
03	48,357 - 52,258	72,374 - 80,203	91,009 - 97,542	118,234 - 128,460	144,920 - 152,753
04**	52,259 - 53,826	80,204 - 82,609	97,543 - 100,468	128,461 - 132,314	152,754 - 157,336
05**	53,827 - 55,441	82,610 - 85,087	100,469 - 103,482	132,315 - 136,283	157,337 - 162,056

Locality Area: Denver-Aurora-Boulder, 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.