

2025

Alternative Personnel Management System

Detroit-Warren-Ann Arbor, MI

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$68,392					\$102,372					\$134,821					\$189,443					\$195,200				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,701				\$55,107				\$81,556				\$116,240				\$161,572												
	\$64,466				\$96,495				\$127,082				\$178,568				\$195,200												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$54,845					\$84,175					\$102,372					\$134,821					\$160,316				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,701				\$44,487				\$67,407				\$81,556				\$116,240												
	\$51,697				\$79,343				\$96,495				\$127,082				\$151,114												
ADMINISTRATIVE									\$84,175					\$112,475					\$160,316					\$189,443					\$195,200
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,701				\$67,407				\$97,752				\$137,360				\$161,572												
	\$79,343				\$106,018				\$151,114				\$178,568				\$195,200												
ADMINISTRATIVE SUPPORT	\$45,294	\$54,845	\$68,392	\$84,175	\$102,372																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,701	\$36,103	\$44,487	\$55,107	\$67,407																								
	\$42,694	\$51,697	\$64,466	\$79,343	\$96,495																								
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
28.82	29.12

NIST Locality Increase Differential

$$1.2912 / 1.2882 = 1.00233$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2882** Curr. Yr Rate: **0.2912** Loc. Diff: **1.00233** 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 - 54,542	67,407 - 84,567	97,752 - 121,468	137,360 - 155,675	161,572 - 176,518
02	54,543 - 69,423	84,568 - 97,438	121,469 - 139,256	155,676 - 169,411	176,519 - 187,727
03	69,424 - 79,343	97,439 - 106,018	139,257 - 151,114	169,412 - 178,568	187,728 - 195,200
04**	79,344 - 81,723	106,019 - 109,199	151,115 - 155,647	178,569 - 183,925	195,200 - 195,200***
05**	81,724 - 84,175	109,200 - 112,475	155,648 - 160,316	183,926 - 189,443	195,200 - 195,200****

Locality Area: **Detroit-Warren-Ann Arbor, MI**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2882** Curr. Yr Rate: **0.2912** Loc. Diff: **1.00233** 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 - 43,034	44,487 - 53,367	55,107 - 65,879	67,407 - 80,335
02	38,254 - 40,918	43,035 - 48,232	53,368 - 60,026	65,880 - 73,957	80,336 - 90,031
03	40,919 - 42,694	48,233 - 51,697	60,027 - 64,466	73,958 - 79,343	90,032 - 96,495
04**	42,695 - 43,975	51,698 - 53,248	64,467 - 66,400	79,344 - 81,723	96,496 - 99,390
05**	43,976 - 45,294	53,249 - 54,845	66,401 - 68,392	81,724 - 84,175	99,391 - 102,372

Locality Area: **Detroit-Warren-Ann Arbor, MI**

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: 0.2882 Curr. Yr Rate: 0.2912 Loc. Diff: 1.00233 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 - 47,930	55,107 - 73,502	81,556 - 101,790	116,240 - 143,941	161,572 - 176,518
02	47,931 - 57,852	73,503 - 87,298	101,791 - 116,965	143,942 - 164,717	176,519 - 187,727
03	57,853 - 64,466	87,299 - 96,495	116,966 - 127,082	164,718 - 178,568	187,728 - 195,200
04**	64,467 - 66,400	96,496 - 99,390	127,083 - 130,894	178,569 - 183,925	195,200 - 195,200***
05**	66,401 - 68,392	99,391 - 102,372	130,895 - 134,821	183,926 - 189,443	195,200 - 195,200****

Locality Area: Detroit-Warren-Ann Arbor, MI

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2882 Curr. Yr Rate: 0.2912 Loc. Diff: 1.00233 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 - 42,255	44,487 - 59,979	67,407 - 80,335	81,556 - 101,790	116,240 - 131,740
02	42,256 - 47,920	59,980 - 71,597	80,336 - 90,031	101,791 - 116,965	131,741 - 143,364
03	47,921 - 51,697	71,598 - 79,343	90,032 - 96,495	116,966 - 127,082	143,365 - 151,114
04**	51,698 - 53,248	79,344 - 81,723	96,496 - 99,390	127,083 - 130,894	151,115 - 155,647
05**	53,249 - 54,845	81,724 - 84,175	99,391 - 102,372	130,895 - 134,821	155,648 - 160,316

Locality Area: Detroit-Warren-Ann Arbor, MI

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.