

2025

Alternative Personnel Management System

Des Moines-Ames-West Des Moines, IA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$93,598					\$123,221					\$173,142					\$195,200
	I				II				III				IV				V								
PAY PLAN: ZP	\$34,701				\$50,365				\$74,539				\$106,239				\$147,669								
	\$61,805				\$88,225				\$116,148				\$163,203				\$191,969								
SCIENTIFIC AND ENGINEERING TECHNICIAN			\$50,126					\$76,932			\$93,563			\$123,221			\$146,523								
	I		II				III		IV		V														
PAY PLAN: ZT	\$34,701		\$40,659				\$61,607		\$74,539		\$106,239														
	\$47,249		\$72,516				\$88,192		\$116,148		\$138,112														
ADMINISTRATIVE							\$76,932					\$102,797			\$146,523			\$173,142					\$195,200		
	I						II				III		IV				V								
PAY PLAN: ZA	\$34,701						\$61,607				\$89,341		\$125,541				\$147,669								
	\$72,516						\$96,896				\$138,112		\$163,203				\$191,969								
ADMINISTRATIVE SUPPORT	\$45,294	\$50,126			\$62,508	\$76,932				\$93,563															
	I	II	III		IV	V																			
PAY PLAN: ZS	\$34,701	\$36,103	\$40,659		\$50,365	\$61,607																			
	\$42,694	\$47,249	\$58,919		\$72,516	\$88,192																			
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 \$7,358.40

2024 rate	2025 rate
17.68	18.01

NIST Locality Increase Differential
 $1.1801 / 1.1768 = 1.0028$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1768** Curr. Yr Rate: **0.1801** Loc. Diff: **1.0028** 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 - 51,508	61,607 - 77,291	89,341 - 111,017	125,541 - 142,280	147,669 - 167,358
02	51,509 - 64,113	77,292 - 89,054	111,018 - 127,274	142,281 - 154,834	167,359 - 182,125
03	64,114 - 72,516	89,055 - 96,896	127,275 - 138,112	154,835 - 163,203	182,126 - 191,969
04**	72,517 - 74,691	96,897 - 99,803	138,113 - 142,255	163,204 - 168,099	191,970 - 195,200***
05**	74,692 - 76,932	99,804 - 102,797	142,256 - 146,523	168,100 - 173,142	195,200 - 195,200****

Locality Area: **Des Moines-Ames-West Des Moines, IA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1768** Curr. Yr Rate: **0.1801** Loc. Diff: **1.0028** 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 - 41,057	40,659 - 48,775	50,365 - 60,210	61,607 - 73,423
02	38,254 - 40,918	41,058 - 44,772	48,776 - 54,861	60,211 - 67,594	73,424 - 82,284
03	40,919 - 42,694	44,773 - 47,249	54,862 - 58,919	67,595 - 72,516	82,285 - 88,192
04**	42,695 - 43,975	47,250 - 48,666	58,920 - 60,687	72,517 - 74,691	88,193 - 90,838
05**	43,976 - 45,294	48,667 - 50,126	60,688 - 62,508	74,692 - 76,932	90,839 - 93,563

Locality Area: **Des Moines-Ames-West Des Moines, IA**

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: 0.1768 Curr. Yr Rate: 0.1801 Loc. Diff: 1.0028 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	50,365 - 67,192	74,539 - 93,032	106,239 - 131,556	147,669 - 167,358
02	46,748 - 55,782	67,193 - 79,812	93,033 - 106,902	131,557 - 150,544	167,359 - 182,125
03	55,783 - 61,805	79,813 - 88,225	106,903 - 116,148	150,545 - 163,203	182,126 - 191,969
04**	61,806 - 63,659	88,226 - 90,872	116,149 - 119,632	163,204 - 168,099	191,970 - 195,200***
05**	63,660 - 65,569	90,873 - 93,598	119,633 - 123,221	168,100 - 173,142	195,200 - 195,200****

Locality Area: Des Moines-Ames-West Des Moines, IA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1768 Curr. Yr Rate: 0.1801 Loc. Diff: 1.0028 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 - 40,278	40,659 - 54,818	61,607 - 73,423	74,539 - 93,032	106,239 - 120,405
02	40,279 - 44,461	54,819 - 65,437	73,424 - 82,284	93,033 - 106,902	120,406 - 131,029
03	44,462 - 47,249	65,438 - 72,516	82,285 - 88,192	106,903 - 116,148	131,030 - 138,112
04**	47,250 - 48,666	72,517 - 74,691	88,193 - 90,838	116,149 - 119,632	138,113 - 142,255
05**	48,667 - 50,126	74,692 - 76,932	90,839 - 93,563	119,633 - 123,221	142,256 - 146,523

Locality Area: Des Moines-Ames-West Des Moines, IA

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.