

2025

# Alternative Personnel Management System

Fresno-Madera-Hanford, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$93,598					\$122,845					\$172,614					\$195,200				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,701				\$50,212				\$74,311				\$105,914				\$147,219												
	\$61,805				\$88,225				\$115,793				\$162,705				\$191,384												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$49,974					\$76,698					\$93,278					\$122,845					\$146,077				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,701				\$40,535				\$61,419				\$74,311				\$105,914												
	\$47,105				\$72,295				\$87,923				\$115,793				\$137,691												
ADMINISTRATIVE									\$76,698					\$102,483					\$146,077					\$172,614					\$195,200
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,701				\$61,419				\$89,068				\$125,158				\$147,219												
	\$72,295				\$96,600				\$137,691				\$162,705				\$191,384												
ADMINISTRATIVE SUPPORT	\$45,294	\$49,974	\$62,316	\$76,698	\$93,278																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,701	\$36,103	\$40,535	\$50,212	\$61,419																								
	\$42,694	\$47,105	\$58,739	\$72,295	\$87,923																								
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 \$7,336.00

2024 rate	2025 rate
17.15	17.65

NIST Locality Increase Differential  
 $1.1765 / 1.1715 = 1.00427$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1715**    Curr. Yr Rate: **0.1765**    Loc. Diff: **1.00427**    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 - 51,409	61,419 - 77,055	89,068 - 110,678	125,158 - 141,846	147,219 - 166,848
02	51,410 - 63,941	77,056 - 88,782	110,679 - 126,886	141,847 - 154,361	166,849 - 181,570
03	63,942 - 72,295	88,783 - 96,600	126,887 - 137,691	154,362 - 162,705	181,571 - 191,384
04**	72,296 - 74,464	96,601 - 99,498	137,692 - 141,822	162,706 - 167,586	191,385 - 195,200***
05**	74,465 - 76,698	99,499 - 102,483	141,823 - 146,077	167,587 - 172,614	195,200 - 195,200****

Locality Area: **Fresno-Madera-Hanford, CA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1715**    Curr. Yr Rate: **0.1765**    Loc. Diff: **1.00427**    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 - 40,993	40,535 - 48,626	50,212 - 60,027	61,419 - 73,199
02	38,254 - 40,918	40,994 - 44,660	48,627 - 54,694	60,028 - 67,388	73,200 - 82,033
03	40,919 - 42,694	44,661 - 47,105	54,695 - 58,739	67,389 - 72,295	82,034 - 87,923
04**	42,695 - 43,975	47,106 - 48,518	58,740 - 60,501	72,296 - 74,464	87,924 - 90,561
05**	43,976 - 45,294	48,519 - 49,974	60,502 - 62,316	74,465 - 76,698	90,562 - 93,278

Locality Area: **Fresno-Madera-Hanford, CA**

### 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: 0.1715    Curr. Yr Rate: 0.1765    Loc. Diff: 1.00427    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	50,212 - 67,107	74,311 - 92,747	105,914 - 131,154	147,219 - 166,848
02	46,748 - 55,782	67,108 - 79,778	92,748 - 106,575	131,155 - 150,085	166,849 - 181,570
03	55,783 - 61,805	79,779 - 88,225	106,576 - 115,793	150,086 - 162,705	181,571 - 191,384
04**	61,806 - 63,659	88,226 - 90,872	115,794 - 119,267	162,706 - 167,586	191,385 - 195,200***
05**	63,660 - 65,569	90,873 - 93,598	119,268 - 122,845	167,587 - 172,614	195,200 - 195,200****

Locality Area: Fresno-Madera-Hanford, CA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.1715    Curr. Yr Rate: 0.1765    Loc. Diff: 1.00427    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 - 40,214	40,535 - 54,651	61,419 - 73,199	74,311 - 92,747	105,914 - 120,037
02	40,215 - 44,349	54,652 - 65,237	73,200 - 82,033	92,748 - 106,575	120,038 - 130,629
03	44,350 - 47,105	65,238 - 72,295	82,034 - 87,923	106,576 - 115,793	130,630 - 137,691
04**	47,106 - 48,518	72,296 - 74,464	87,924 - 90,561	115,794 - 119,267	137,692 - 141,822
05**	48,519 - 49,974	74,465 - 76,698	90,562 - 93,278	119,268 - 122,845	141,823 - 146,077

Locality Area: Fresno-Madera-Hanford, CA

### 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.