

2025

# Alternative Personnel Management System

Hartford-East Hartford, CT-MA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$69,960					\$104,718					\$137,913					\$193,785					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$56,370				\$83,426				\$118,905				\$165,276																		
	\$65,944				\$98,707				\$129,996				\$182,661				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$56,102				\$86,105				\$104,718				\$137,913				\$163,992															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$45,507			\$68,952			\$83,426			\$118,905																						
	\$52,882			\$81,162			\$98,707			\$129,996			\$154,579																						
ADMINISTRATIVE							\$86,105							\$115,052							\$163,992							\$193,785							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$68,952						\$99,992						\$140,509						\$165,276										
	\$81,162						\$108,448						\$154,579						\$182,661						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$56,102			\$69,960			\$86,105			\$104,718																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,235		\$45,507		\$56,370		\$68,952																										
	\$42,694		\$52,882		\$65,944		\$81,162		\$98,707																										
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
31.62	32.08

NIST Locality Increase Differential  
 $1.3208 / 1.3162 = 1.00349$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.3162**    Curr. Yr Rate: **0.3208**    Loc. Diff: **1.00349**    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 - 55,350	68,952 - 86,506	99,992 - 124,253	140,509 - 159,243	165,276 - 178,576
02	55,351 - 70,837	86,507 - 99,671	124,254 - 142,449	159,244 - 173,294	178,577 - 188,550
03	70,838 - 81,162	99,672 - 108,448	142,450 - 154,579	173,295 - 182,661	188,551 - 195,200
04**	81,163 - 83,597	108,449 - 111,701	154,580 - 159,216	182,662 - 188,141	195,200 - 195,200***
05**	83,598 - 86,105	111,702 - 115,052	159,217 - 163,992	188,142 - 193,785	195,200 - 195,200****

Locality Area: **Hartford-East Hartford, CT-MA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3162**    Curr. Yr Rate: **0.3208**    Loc. Diff: **1.00349**    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	36,235 - 43,634	45,507 - 54,590	56,370 - 67,389	68,952 - 82,176
02	38,254 - 40,918	43,635 - 49,183	54,591 - 61,402	67,390 - 75,653	82,177 - 92,095
03	40,919 - 42,694	49,184 - 52,882	61,403 - 65,944	75,654 - 81,162	92,096 - 98,707
04**	42,695 - 43,975	52,883 - 54,468	65,945 - 67,922	81,163 - 83,597	98,708 - 101,668
05**	43,976 - 45,294	54,469 - 56,102	67,923 - 69,960	83,598 - 86,105	101,669 - 104,718

Locality Area: **Hartford-East Hartford, CT-MA**

### 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: 0.3162    Curr. Yr Rate: 0.3208    Loc. Diff: 1.00349    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 - 48,587	56,370 - 75,186	83,426 - 104,124	118,905 - 147,241	165,276 - 178,576
02	48,588 - 59,001	75,187 - 89,299	104,125 - 119,647	147,242 - 168,493	178,577 - 188,550
03	59,002 - 65,944	89,300 - 98,707	119,648 - 129,996	168,494 - 182,661	188,551 - 195,200
04**	65,945 - 67,922	98,708 - 101,668	129,997 - 133,896	182,662 - 188,141	195,200 - 195,200***
05**	67,923 - 69,960	101,669 - 104,718	133,897 - 137,913	188,142 - 193,785	195,200 - 195,200****

Locality Area: Hartford-East Hartford, CT-MA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.3162    Curr. Yr Rate: 0.3208    Loc. Diff: 1.00349    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 - 42,781	45,507 - 61,354	68,952 - 82,176	83,426 - 104,124	118,905 - 134,760
02	42,782 - 48,842	61,355 - 73,239	82,177 - 92,095	104,125 - 119,647	134,761 - 146,651
03	48,843 - 52,882	73,240 - 81,162	92,096 - 98,707	119,648 - 129,996	146,652 - 154,579
04**	52,883 - 54,468	81,163 - 83,597	98,708 - 101,668	129,997 - 133,896	154,580 - 159,216
05**	54,469 - 56,102	83,598 - 86,105	101,669 - 104,718	133,897 - 137,913	159,217 - 163,992

Locality Area: Hartford-East Hartford, CT-MA

### 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.