

2025

Alternative Personnel Management System

Huntsville-Decatur, AL-TN

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$96,655					\$127,294					\$178,865					\$195,200															
	I				II				III				IV				V																							
PAY PLAN: ZP	\$34,701				\$52,030				\$77,002				\$109,749				\$152,550																							
	\$61,805				\$91,107				\$119,986				\$168,597				\$195,200																							
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,782				\$79,474				\$96,655				\$127,294				\$151,365																				
	I			II			III			IV			V																											
PAY PLAN: ZT	\$34,701			\$42,003			\$63,643			\$77,002			\$109,749																											
	\$48,810			\$74,912			\$91,107			\$119,986			\$142,676																											
ADMINISTRATIVE								\$79,474								\$106,194								\$151,365								\$178,865								\$195,200
	I							II							III							IV							V											
PAY PLAN: ZA	\$34,701							\$63,643							\$92,293							\$129,690							\$152,550											
	\$74,912							\$100,098							\$142,676							\$168,597							\$195,200											
ADMINISTRATIVE SUPPORT			\$45,294			\$51,782			\$64,573			\$79,474			\$96,655																									
	I		II		III		IV		V																															
PAY PLAN: ZS	\$34,701		\$36,103		\$42,003		\$52,030		\$63,643																															
	\$42,694		\$48,810		\$60,866		\$74,912		\$91,107																															
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	NIST Locality Increase Differential
21.48	21.91	1.2191 / 1.2148 = 1.00354

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2148** Curr. Yr Rate: **0.2191** Loc. Diff: **1.00354** 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 - 52,573	63,643 - 79,845	92,293 - 114,685	129,690 - 146,982	152,550 - 171,506
02	52,574 - 65,976	79,846 - 91,997	114,686 - 131,480	146,983 - 159,951	171,507 - 185,722
03	65,977 - 74,912	91,998 - 100,098	131,481 - 142,676	159,952 - 168,597	185,723 - 195,200
04**	74,913 - 77,159	100,099 - 103,101	142,677 - 146,956	168,598 - 173,655	195,200 - 195,200***
05**	77,160 - 79,474	103,102 - 106,194	146,957 - 151,365	173,656 - 178,865	195,200 - 195,200****

Locality Area: **Huntsville-Decatur, AL-TN**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2148** Curr. Yr Rate: **0.2191** Loc. Diff: **1.00354** 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 - 41,751	42,003 - 50,387	52,030 - 62,200	63,643 - 75,849
02	38,254 - 40,918	41,752 - 45,986	50,388 - 56,674	62,201 - 69,827	75,850 - 85,004
03	40,919 - 42,694	45,987 - 48,810	56,675 - 60,866	69,828 - 74,912	85,005 - 91,107
04**	42,695 - 43,975	48,811 - 50,274	60,867 - 62,692	74,913 - 77,159	91,108 - 93,840
05**	43,976 - 45,294	50,275 - 51,782	62,693 - 64,573	77,160 - 79,474	93,841 - 96,655

Locality Area: **Huntsville-Decatur, AL-TN**

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: 0.2148 Curr. Yr Rate: 0.2191 Loc. Diff: 1.00354 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	52,030 - 69,398	77,002 - 96,106	109,749 - 135,904	152,550 - 171,506
02	46,748 - 55,782	69,399 - 82,423	96,107 - 110,434	135,905 - 155,520	171,507 - 185,722
03	55,783 - 61,805	82,424 - 91,107	110,435 - 119,986	155,521 - 168,597	185,723 - 195,200
04**	61,806 - 63,659	91,108 - 93,840	119,987 - 123,586	168,598 - 173,655	195,200 - 195,200***
05**	63,660 - 65,569	93,841 - 96,655	123,587 - 127,294	173,656 - 178,865	195,200 - 195,200****

Locality Area: Huntsville-Decatur, AL-TN

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2148 Curr. Yr Rate: 0.2191 Loc. Diff: 1.00354 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 - 40,972	42,003 - 56,629	63,643 - 75,849	77,002 - 96,106	109,749 - 124,383
02	40,973 - 45,675	56,630 - 67,599	75,850 - 85,004	96,107 - 110,434	124,384 - 135,359
03	45,676 - 48,810	67,600 - 74,912	85,005 - 91,107	110,435 - 119,986	135,360 - 142,676
04**	48,811 - 50,274	74,913 - 77,159	91,108 - 93,840	119,987 - 123,586	142,677 - 146,956
05**	50,275 - 51,782	77,160 - 79,474	93,841 - 96,655	123,587 - 127,294	146,957 - 151,365

Locality Area: Huntsville-Decatur, AL-TN

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.