

2025

Alternative Personnel Management System

Houston-The Woodlands, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$71,506					\$107,035				\$140,962			\$195,200	\$195,200	
PAY PLAN: ZP	I				II				III			IV		V					
	\$34,701				\$57,617				\$85,270			\$121,534		\$168,930					
	\$67,401				\$100,890				\$132,870			\$186,700		\$195,200					
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$57,343				\$88,008			\$107,035			\$140,962			\$167,618		
PAY PLAN: ZT	I			II			III		IV		V								
	\$34,701			\$46,513			\$70,477		\$85,270		\$121,534								
	\$54,051			\$82,956			\$100,890		\$132,870		\$157,996								
ADMINISTRATIVE							\$88,008				\$117,596			\$167,618	\$195,200	\$195,200			
PAY PLAN: ZA	I						II			III		IV		V					
	\$34,701						\$70,477			\$102,203		\$143,616		\$168,930					
	\$82,956						\$110,846			\$157,996		\$186,700		\$195,200					
ADMINISTRATIVE SUPPORT	\$45,312	\$57,343	\$71,506	\$88,008	\$107,035														
PAY PLAN: ZS	I	II	III	IV	V														
	\$34,701	\$37,036	\$46,513	\$57,617	\$70,477														
	\$42,711	\$54,051	\$67,401	\$82,956	\$100,890														
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
34.72	35

NIST Locality Increase Differential

$$1.35 / 1.3472 = 1.00208$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3472** Curr. Yr Rate: **0.35** Loc. Diff: **1.00208** 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 - 56,148	70,477 - 88,419	102,203 - 127,000	143,616 - 162,764	168,930 - 180,606
02	56,149 - 72,233	88,420 - 101,875	127,001 - 145,598	162,765 - 177,126	180,607 - 189,362
03	72,234 - 82,956	101,876 - 110,846	145,599 - 157,996	177,127 - 186,700	189,363 - 195,200
04**	82,957 - 85,445	110,847 - 114,171	157,997 - 162,736	186,701 - 192,301	195,200 - 195,200***
05**	85,446 - 88,008	114,172 - 117,596	162,737 - 167,618	192,302 - 195,200	195,200 - 195,200****

Locality Area: **Houston-The Woodlands, TX**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3472** Curr. Yr Rate: **0.35** Loc. Diff: **1.00208** 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 - 38,261	37,036 - 44,598	46,513 - 55,797	57,617 - 68,879	70,477 - 83,994
02	38,262 - 40,931	44,599 - 50,270	55,798 - 62,759	68,880 - 77,325	83,995 - 94,132
03	40,932 - 42,711	50,271 - 54,051	62,760 - 67,401	77,326 - 82,956	94,133 - 100,890
04**	42,712 - 43,992	54,052 - 55,673	67,402 - 69,423	82,957 - 85,445	100,891 - 103,917
05**	43,993 - 45,312	55,674 - 57,343	69,424 - 71,506	85,446 - 88,008	103,918 - 107,035

Locality Area: **Houston-The Woodlands, TX**

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: 0.3472 Curr. Yr Rate: 0.35 Loc. Diff: 1.00208 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 - 49,234	57,617 - 76,849	85,270 - 106,426	121,534 - 150,497	168,930 - 180,606
02	49,235 - 60,134	76,850 - 91,274	106,427 - 122,292	150,498 - 172,219	180,607 - 189,362
03	60,135 - 67,401	91,275 - 100,890	122,293 - 132,870	172,220 - 186,700	189,363 - 195,200
04**	67,402 - 69,423	100,891 - 103,917	132,871 - 136,856	186,701 - 192,301	195,200 - 195,200***
05**	69,424 - 71,506	103,918 - 107,035	136,857 - 140,962	192,302 - 195,200	195,200 - 195,200****

Locality Area: Houston-The Woodlands, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.3472 Curr. Yr Rate: 0.35 Loc. Diff: 1.00208 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 - 43,301	46,513 - 62,710	70,477 - 83,994	85,270 - 106,426	121,534 - 137,739
02	43,302 - 49,751	62,711 - 74,858	83,995 - 94,132	106,427 - 122,292	137,740 - 149,893
03	49,752 - 54,051	74,859 - 82,956	94,133 - 100,890	122,293 - 132,870	149,894 - 157,996
04**	54,052 - 55,673	82,957 - 85,445	100,891 - 103,917	132,871 - 136,856	157,997 - 162,736
05**	55,674 - 57,343	85,446 - 88,008	103,918 - 107,035	136,857 - 140,962	162,737 - 167,618

Locality Area: Houston-The Woodlands, TX

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.