

2025

Alternative Personnel Management System

Indianapolis-Carmel-Muncie, IN

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$93,674					\$123,368					\$173,348					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$50,425				\$74,627				\$106,365				\$147,845																		
	\$61,805				\$88,297				\$116,286				\$163,397				\$192,197																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,186				\$77,023				\$93,674				\$123,368				\$146,697															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$40,707			\$61,680			\$74,627			\$106,365																						
	\$47,305			\$72,602			\$88,297			\$116,286			\$138,276																						
ADMINISTRATIVE							\$77,023							\$102,919							\$146,697							\$173,348							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$61,680						\$89,447						\$125,690						\$147,845										
	\$72,602						\$97,011						\$138,276						\$163,397						\$192,197										
ADMINISTRATIVE SUPPORT			\$45,294			\$50,186			\$62,582			\$77,023			\$93,674																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$40,707		\$50,425		\$61,680																										
	\$42,694		\$47,305		\$58,989		\$72,602		\$88,297																										
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 \$7,367.20

2024 rate	2025 rate
17.89	18.15

NIST Locality Increase Differential
 $1.1815 / 1.1789 = 1.00221$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1789** Curr. Yr Rate: **0.1815** Loc. Diff: **1.00221** 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 - 51,546	61,680 - 77,383	89,447 - 111,149	125,690 - 142,449	147,845 - 167,557
02	51,547 - 64,180	77,384 - 89,160	111,150 - 127,425	142,450 - 155,018	167,558 - 182,341
03	64,181 - 72,602	89,161 - 97,011	127,426 - 138,276	155,019 - 163,397	182,342 - 192,197
04**	72,603 - 74,780	97,012 - 99,921	138,277 - 142,424	163,398 - 168,299	192,198 - 195,200***
05**	74,781 - 77,023	99,922 - 102,919	142,425 - 146,697	168,300 - 173,348	195,200 - 195,200****

Locality Area: **Indianapolis-Carmel-Muncie, IN**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1789** Curr. Yr Rate: **0.1815** Loc. Diff: **1.00221** 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 - 41,082	40,707 - 48,832	50,425 - 60,281	61,680 - 73,510
02	38,254 - 40,918	41,083 - 44,816	48,833 - 54,926	60,282 - 67,674	73,511 - 82,382
03	40,919 - 42,694	44,817 - 47,305	54,927 - 58,989	67,675 - 72,602	82,383 - 88,297
04**	42,695 - 43,975	47,306 - 48,724	58,990 - 60,759	72,603 - 74,780	88,298 - 90,946
05**	43,976 - 45,294	48,725 - 50,186	60,760 - 62,582	74,781 - 77,023	90,947 - 93,674

Locality Area: **Indianapolis-Carmel-Muncie, IN**

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: 0.1789 Curr. Yr Rate: 0.1815 Loc. Diff: 1.00221 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	50,425 - 67,257	74,627 - 93,142	106,365 - 131,713	147,845 - 167,557
02	46,748 - 55,782	67,258 - 79,881	93,143 - 107,028	131,714 - 150,723	167,558 - 182,341
03	55,783 - 61,805	79,882 - 88,297	107,029 - 116,286	150,724 - 163,397	182,342 - 192,197
04**	61,806 - 63,659	88,298 - 90,946	116,287 - 119,775	163,398 - 168,299	192,198 - 195,200***
05**	63,660 - 65,569	90,947 - 93,674	119,776 - 123,368	168,300 - 173,348	195,200 - 195,200****

Locality Area: Indianapolis-Carmel-Muncie, IN

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1789 Curr. Yr Rate: 0.1815 Loc. Diff: 1.00221 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 - 40,303	40,707 - 54,883	61,680 - 73,510	74,627 - 93,142	106,365 - 120,548
02	40,304 - 44,504	54,884 - 65,514	73,511 - 82,382	93,143 - 107,028	120,549 - 131,185
03	44,505 - 47,305	65,515 - 72,602	82,383 - 88,297	107,029 - 116,286	131,186 - 138,276
04**	47,306 - 48,724	72,603 - 74,780	88,298 - 90,946	116,287 - 119,775	138,277 - 142,424
05**	48,725 - 50,186	74,781 - 77,023	90,947 - 93,674	119,776 - 123,368	142,425 - 146,697

Locality Area: Indianapolis-Carmel-Muncie, IN

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.