

2025

# Alternative Personnel Management System

Kansas City-Overland Park-Kansas City, MO-KS

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$94,324					\$124,224					\$174,551					\$195,200								
PAY PLAN: ZP	I				II				III				IV				V																
	\$34,701				\$50,775				\$75,145				\$107,103				\$148,871																
	\$61,805				\$88,910				\$117,093				\$164,531				\$193,531																
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$50,534					\$77,558					\$94,324					\$124,224					\$147,714								
PAY PLAN: ZT	I				II				III				IV				V																
	\$34,701				\$40,990				\$62,108				\$75,145				\$107,103																
	\$47,633				\$73,106				\$88,910				\$117,093				\$139,235																
ADMINISTRATIVE									\$77,558									\$103,633					\$147,714					\$174,551					\$195,200
PAY PLAN: ZA	I								II								III				IV				V								
	\$34,701								\$62,108								\$90,067				\$126,563				\$148,871								
	\$73,106								\$97,684								\$139,235				\$164,531				\$193,531								
ADMINISTRATIVE SUPPORT	\$45,294	\$50,534	\$63,015	\$77,558	\$94,324																												
PAY PLAN: ZS	I	II	III	IV	V																												
	\$34,701	\$36,103	\$40,990	\$50,775	\$62,108																												
	\$42,694	\$47,633	\$59,398	\$73,106	\$88,910																												
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 \$7,418.40

2024 rate	2025 rate
18.65	18.97

NIST Locality Increase Differential  
 $1.1897 / 1.1865 = 1.0027$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1865**    Curr. Yr Rate: **0.1897**    Loc. Diff: **1.0027**    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 - 51,770	62,108 - 77,920	90,067 - 111,919	126,563 - 143,438	148,871 - 168,720
02	51,771 - 64,572	77,921 - 89,778	111,920 - 128,309	143,439 - 156,094	168,721 - 183,607
03	64,573 - 73,106	89,779 - 97,684	128,310 - 139,235	156,095 - 164,531	183,608 - 193,531
04**	73,107 - 75,299	97,685 - 100,615	139,236 - 143,412	164,532 - 169,467	193,532 - 195,200***
05**	75,300 - 77,558	100,616 - 103,633	143,413 - 147,714	169,468 - 174,551	195,200 - 195,200****

Locality Area: **Kansas City-Overland Park-Kansas City, MO-KS**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1865**    Curr. Yr Rate: **0.1897**    Loc. Diff: **1.0027**    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 - 41,227	40,990 - 49,171	50,775 - 60,700	62,108 - 74,020
02	38,254 - 40,918	41,228 - 45,071	49,172 - 55,307	60,701 - 68,144	74,021 - 82,954
03	40,919 - 42,694	45,072 - 47,633	55,308 - 59,398	68,145 - 73,106	82,955 - 88,910
04**	42,695 - 43,975	47,634 - 49,062	59,399 - 61,180	73,107 - 75,299	88,911 - 91,577
05**	43,976 - 45,294	49,063 - 50,534	61,181 - 63,015	75,300 - 77,558	91,578 - 94,324

Locality Area: **Kansas City-Overland Park-Kansas City, MO-KS**

### 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: 0.1865    Curr. Yr Rate: 0.1897    Loc. Diff: 1.0027    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	50,775 - 67,724	75,145 - 93,789	107,103 - 132,627	148,871 - 168,720
02	46,748 - 55,782	67,725 - 80,436	93,790 - 107,771	132,628 - 151,769	168,721 - 183,607
03	55,783 - 61,805	80,437 - 88,910	107,772 - 117,093	151,770 - 164,531	183,608 - 193,531
04**	61,806 - 63,659	88,911 - 91,577	117,094 - 120,606	164,532 - 169,467	193,532 - 195,200***
05**	63,660 - 65,569	91,578 - 94,324	120,607 - 124,224	169,468 - 174,551	195,200 - 195,200****

Locality Area: Kansas City-Overland Park-Kansas City, MO-KS

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.1865    Curr. Yr Rate: 0.1897    Loc. Diff: 1.0027    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 - 40,449	40,990 - 55,264	62,108 - 74,020	75,145 - 93,789	107,103 - 121,384
02	40,450 - 44,759	55,265 - 65,969	74,021 - 82,954	93,790 - 107,771	121,385 - 132,095
03	44,760 - 47,633	65,970 - 73,106	82,955 - 88,910	107,772 - 117,093	132,096 - 139,235
04**	47,634 - 49,062	73,107 - 75,299	88,911 - 91,577	117,094 - 120,606	139,236 - 143,412
05**	49,063 - 50,534	75,300 - 77,558	91,578 - 94,324	120,607 - 124,224	143,413 - 147,714

Locality Area: Kansas City-Overland Park-Kansas City, MO-KS

### 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.