

2025

Alternative Personnel Management System

Las Vegas-Henderson, NV-AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$94,800					\$124,849					\$175,432					\$195,200			
	I				II				III				IV				V											
PAY PLAN: ZP	\$34,701				\$51,031				\$75,524				\$107,643				\$149,622											
	\$61,805				\$89,358				\$117,683				\$165,361				\$194,507											
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,788				\$77,949				\$94,800				\$124,849				\$148,460								
	I			II			III			IV			V															
PAY PLAN: ZT	\$34,701			\$41,197			\$62,422			\$75,524			\$107,643															
	\$47,873			\$73,475			\$89,358			\$117,683			\$139,938															
ADMINISTRATIVE								\$77,949								\$104,156				\$148,460				\$175,432				\$195,200
	I							II							III			IV			V							
PAY PLAN: ZA	\$34,701							\$62,422							\$90,522			\$127,201			\$149,622							
	\$73,475							\$98,177							\$139,938			\$165,361			\$194,507							
ADMINISTRATIVE SUPPORT			\$45,294			\$50,788			\$63,334			\$77,949			\$94,800													
	I		II		III		IV		V																			
PAY PLAN: ZS	\$34,701		\$36,103		\$41,197		\$51,031		\$62,422																			
	\$42,694		\$47,873		\$59,698		\$73,475		\$89,358																			
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 \$7,456.00

2024 rate	2025 rate
19.23	19.57

NIST Locality Increase Differential
 $1.1957 / 1.1923 = 1.00285$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1923** Curr. Yr Rate: **0.1957** Loc. Diff: **1.00285** 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 - 51,934	62,422 - 78,313	90,522 - 112,485	127,201 - 144,161	149,622 - 169,571
02	51,935 - 64,859	78,314 - 90,231	112,486 - 128,957	144,162 - 156,881	169,572 - 184,533
03	64,860 - 73,475	90,232 - 98,177	128,958 - 139,938	156,882 - 165,361	184,534 - 194,507
04**	73,476 - 75,679	98,178 - 101,122	139,939 - 144,136	165,362 - 170,322	194,508 - 195,200***
05**	75,680 - 77,949	101,123 - 104,156	144,137 - 148,460	170,323 - 175,432	195,200 - 195,200****

Locality Area: **Las Vegas-Henderson, NV-AZ**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1923** Curr. Yr Rate: **0.1957** Loc. Diff: **1.00285** 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 - 41,334	41,197 - 49,420	51,031 - 61,006	62,422 - 74,394
02	38,254 - 40,918	41,335 - 45,257	49,421 - 55,587	61,007 - 68,487	74,395 - 83,372
03	40,919 - 42,694	45,258 - 47,873	55,588 - 59,698	68,488 - 73,475	83,373 - 89,358
04**	42,695 - 43,975	47,874 - 49,309	59,699 - 61,489	73,476 - 75,679	89,359 - 92,039
05**	43,976 - 45,294	49,310 - 50,788	61,490 - 63,334	75,680 - 77,949	92,040 - 94,800

Locality Area: **Las Vegas-Henderson, NV-AZ**

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: 0.1923 Curr. Yr Rate: 0.1957 Loc. Diff: 1.00285 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	51,031 - 68,065	75,524 - 94,261	107,643 - 133,295	149,622 - 169,571
02	46,748 - 55,782	68,066 - 80,841	94,262 - 108,314	133,296 - 152,535	169,572 - 184,533
03	55,783 - 61,805	80,842 - 89,358	108,315 - 117,683	152,536 - 165,361	184,534 - 194,507
04**	61,806 - 63,659	89,359 - 92,039	117,684 - 121,213	165,362 - 170,322	194,508 - 195,200***
05**	63,660 - 65,569	92,040 - 94,800	121,214 - 124,849	170,323 - 175,432	195,200 - 195,200****

Locality Area: Las Vegas-Henderson, NV-AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1923 Curr. Yr Rate: 0.1957 Loc. Diff: 1.00285 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 - 40,555	41,197 - 55,543	62,422 - 74,394	75,524 - 94,261	107,643 - 121,996
02	40,556 - 44,946	55,544 - 66,302	74,395 - 83,372	94,262 - 108,314	121,997 - 132,761
03	44,947 - 47,873	66,303 - 73,475	83,373 - 89,358	108,315 - 117,683	132,762 - 139,938
04**	47,874 - 49,309	73,476 - 75,679	89,359 - 92,039	117,684 - 121,213	139,939 - 144,136
05**	49,310 - 50,788	75,680 - 77,949	92,040 - 94,800	121,214 - 124,849	144,137 - 148,460

Locality Area: Las Vegas-Henderson, NV-AZ

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.