

2025

# Alternative Personnel Management System

Omaha-Council Bluffs-Fremont, NE-IA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$93,738					\$123,451					\$173,464					\$195,200																																																						
	I																II																III																IV																V														
PAY PLAN: ZP	\$34,701				\$50,459				\$74,678				\$106,437				\$147,945																																																														
	\$61,805				\$88,357				\$116,364				\$163,507				\$192,327																																																														
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$50,220					\$77,076					\$93,738					\$123,451					\$146,796					\$173,464					\$195,200																																												
	I								II								III								IV								V																																														
PAY PLAN: ZT	\$34,701				\$40,735				\$61,722				\$74,678				\$106,437																																																														
	\$47,337				\$72,651				\$88,357				\$116,364				\$138,369																																																														
ADMINISTRATIVE									\$77,076									\$102,988									\$146,796									\$173,464									\$195,200																																		
	I																II																III																IV																V														
PAY PLAN: ZA	\$34,701								\$61,722								\$89,507								\$125,775								\$147,945																																														
	\$72,651								\$97,076								\$138,369								\$163,507								\$192,327																																														
ADMINISTRATIVE SUPPORT			\$45,294			\$50,220			\$62,624			\$77,076			\$93,738																																																																
	I		II		III		IV		V																																																																						
PAY PLAN: ZS	\$34,701		\$36,103		\$40,735		\$50,459		\$61,722																																																																						
	\$42,694		\$47,337		\$59,029		\$72,651		\$88,357																																																																						
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 \$7,372.00

2024 rate	2025 rate
17.94	18.23

NIST Locality Increase Differential  
 $1.1823 / 1.1794 = 1.00246$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1794**    Curr. Yr Rate: **0.1823**    Loc. Diff: **1.00246**    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 - 51,568	61,722 - 77,435	89,507 - 111,223	125,775 - 142,545	147,945 - 167,670
02	51,569 - 64,218	77,436 - 89,220	111,224 - 127,511	142,546 - 155,122	167,671 - 182,464
03	64,219 - 72,651	89,221 - 97,076	127,512 - 138,369	155,123 - 163,507	182,465 - 192,327
04**	72,652 - 74,831	97,077 - 99,988	138,370 - 142,520	163,508 - 168,412	192,328 - 195,200***
05**	74,832 - 77,076	99,989 - 102,988	142,521 - 146,796	168,413 - 173,464	195,200 - 195,200****

Locality Area: **Omaha-Council Bluffs-Fremont, NE-IA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1794**    Curr. Yr Rate: **0.1823**    Loc. Diff: **1.00246**    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 - 41,096	40,735 - 48,866	50,459 - 60,322	61,722 - 73,560
02	38,254 - 40,918	41,097 - 44,841	48,867 - 54,964	60,323 - 67,719	73,561 - 82,438
03	40,919 - 42,694	44,842 - 47,337	54,965 - 59,029	67,720 - 72,651	82,439 - 88,357
04**	42,695 - 43,975	47,338 - 48,757	59,030 - 60,800	72,652 - 74,831	88,358 - 91,008
05**	43,976 - 45,294	48,758 - 50,220	60,801 - 62,624	74,832 - 77,076	91,009 - 93,738

Locality Area: **Omaha-Council Bluffs-Fremont, NE-IA**

### 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: 0.1794    Curr. Yr Rate: 0.1823    Loc. Diff: 1.00246    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	50,459 - 67,303	74,678 - 93,205	106,437 - 131,801	147,945 - 167,670
02	46,748 - 55,782	67,304 - 79,935	93,206 - 107,100	131,802 - 150,825	167,671 - 182,464
03	55,783 - 61,805	79,936 - 88,357	107,101 - 116,364	150,826 - 163,507	182,465 - 192,327
04**	61,806 - 63,659	88,358 - 91,008	116,365 - 119,855	163,508 - 168,412	192,328 - 195,200***
05**	63,660 - 65,569	91,009 - 93,738	119,856 - 123,451	168,413 - 173,464	195,200 - 195,200****

Locality Area: Omaha-Council Bluffs-Fremont, NE-IA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.1794    Curr. Yr Rate: 0.1823    Loc. Diff: 1.00246    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 - 40,317	40,735 - 54,920	61,722 - 73,560	74,678 - 93,205	106,437 - 120,629
02	40,318 - 44,529	54,921 - 65,559	73,561 - 82,438	93,206 - 107,100	120,630 - 131,273
03	44,530 - 47,337	65,560 - 72,651	82,439 - 88,357	107,101 - 116,364	131,274 - 138,369
04**	47,338 - 48,757	72,652 - 74,831	88,358 - 91,008	116,365 - 119,855	138,370 - 142,520
05**	48,758 - 50,220	74,832 - 77,076	91,009 - 93,738	119,856 - 123,451	142,521 - 146,796

Locality Area: Omaha-Council Bluffs-Fremont, NE-IA

### 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.