

2025

# Alternative Personnel Management System

New York-Newark, NY-NJ-CT-PA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$73,068					\$109,373				\$144,041			\$195,200	\$195,200	
PAY PLAN: ZP	I				II				III			IV		V					
	\$34,701				\$58,876				\$87,133			\$124,189			\$172,621				
	\$68,874				\$103,094				\$135,773			\$190,779			\$195,200				
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$58,596				\$89,931			\$109,373			\$144,041			\$171,280		
PAY PLAN: ZT	I			II			III		IV		V								
	\$34,701			\$47,529			\$72,017			\$87,133			\$124,189						
	\$55,232			\$84,769			\$103,094			\$135,773			\$161,448						
ADMINISTRATIVE							\$89,931				\$120,166			\$171,280			\$195,200	\$195,200	
PAY PLAN: ZA	I						II			III		IV		V					
	\$34,701						\$72,017			\$104,436			\$146,754			\$172,621			
	\$84,769						\$113,268			\$161,448			\$190,779			\$195,200			
ADMINISTRATIVE SUPPORT	\$46,303	\$58,596	\$73,068	\$89,931	\$109,373														
PAY PLAN: ZS	I	II	III	IV	V														
	\$34,701	\$37,845	\$47,529	\$58,876	\$72,017														
	\$43,645	\$55,232	\$68,874	\$84,769	\$103,094														
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
37.24	37.95

NIST Locality Increase Differential  
 $1.3795 / 1.3724 = 1.00517$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.3724**    Curr. Yr Rate: **0.3795**    Loc. Diff: **1.00517**    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 - 56,953	72,017 - 90,351	104,436 - 129,775	146,754 - 166,321	172,621 - 182,656
02	56,954 - 73,643	90,352 - 104,101	129,776 - 148,779	166,322 - 180,996	182,657 - 190,182
03	73,644 - 84,769	104,102 - 113,268	148,780 - 161,448	180,997 - 190,779	190,183 - 195,200
04**	84,770 - 87,312	113,269 - 116,666	161,449 - 166,291	190,780 - 195,200	195,200 - 195,200***
05**	87,313 - 89,931	116,667 - 120,166	166,292 - 171,280	195,200 - 195,200	195,200 - 195,200****

Locality Area: **New York-Newark, NY-NJ-CT-PA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3724**    Curr. Yr Rate: **0.3795**    Loc. Diff: **1.00517**    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 - 38,676	37,845 - 45,573	47,529 - 57,016	58,876 - 70,384	72,017 - 85,829
02	38,677 - 41,657	45,574 - 51,368	57,017 - 64,131	70,385 - 79,015	85,830 - 96,188
03	41,658 - 43,645	51,369 - 55,232	64,132 - 68,874	79,016 - 84,769	96,189 - 103,094
04**	43,646 - 44,954	55,233 - 56,889	68,875 - 70,940	84,770 - 87,312	103,095 - 106,187
05**	44,955 - 46,303	56,890 - 58,596	70,941 - 73,068	87,313 - 89,931	106,188 - 109,373

Locality Area: **New York-Newark, NY-NJ-CT-PA**

### 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: 0.3724    Curr. Yr Rate: 0.3795    Loc. Diff: 1.00517    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 - 49,889	58,876 - 78,528	87,133 - 108,751	124,189 - 153,785	172,621 - 182,656
02	49,890 - 61,280	78,529 - 93,268	108,752 - 124,964	153,786 - 175,981	182,657 - 190,182
03	61,281 - 68,874	93,269 - 103,094	124,965 - 135,773	175,982 - 190,779	190,183 - 195,200
04**	68,875 - 70,940	103,095 - 106,187	135,774 - 139,846	190,780 - 195,200	195,200 - 195,200***
05**	70,941 - 73,068	106,188 - 109,373	139,847 - 144,041	195,200 - 195,200	195,200 - 195,200****

Locality Area: New York-Newark, NY-NJ-CT-PA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.3724    Curr. Yr Rate: 0.3795    Loc. Diff: 1.00517    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 - 43,826	47,529 - 64,080	72,017 - 85,829	87,133 - 108,751	124,189 - 140,749
02	43,827 - 50,670	64,081 - 76,493	85,830 - 96,188	108,752 - 124,964	140,750 - 153,168
03	50,671 - 55,232	76,494 - 84,769	96,189 - 103,094	124,965 - 135,773	153,169 - 161,448
04**	55,233 - 56,889	84,770 - 87,312	103,095 - 106,187	135,774 - 139,846	161,449 - 166,291
05**	56,890 - 58,596	87,313 - 89,931	106,188 - 109,373	139,847 - 144,041	166,292 - 171,280

Locality Area: New York-Newark, NY-NJ-CT-PA

### 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.