

2025

Alternative Personnel Management System

Philadelphia-Reading-Camden, PA-NJ-DE-MD

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$68,323					\$102,269					\$134,687					\$189,252					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$55,052				\$81,474				\$116,123				\$161,409																		
	\$64,401				\$96,398				\$126,955				\$178,388				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$54,790				\$84,090				\$102,269				\$134,687				\$160,156															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$44,442			\$67,339			\$81,474			\$116,123																						
	\$51,645			\$79,263			\$96,398			\$126,955			\$150,962																						
ADMINISTRATIVE							\$84,090							\$112,361							\$160,156							\$189,252							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$67,339						\$97,653						\$137,222						\$161,409										
	\$79,263						\$105,911						\$150,962						\$178,388						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$54,790			\$68,323			\$84,090			\$102,269																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$44,442		\$55,052		\$67,339																										
	\$42,694		\$51,645		\$64,401		\$79,263		\$96,398																										
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
28.55	28.99

NIST Locality Increase Differential
 $1.2899 / 1.2855 = 1.00342$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2855** Curr. Yr Rate: **0.2899** Loc. Diff: **1.00342** 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 - 54,506	67,339 - 84,482	97,653 - 121,346	137,222 - 155,518	161,409 - 176,427
02	54,507 - 69,360	84,483 - 97,339	121,347 - 139,116	155,519 - 169,240	176,428 - 187,691
03	69,361 - 79,263	97,340 - 105,911	139,117 - 150,962	169,241 - 178,388	187,692 - 195,200
04**	79,264 - 81,641	105,912 - 109,088	150,963 - 155,491	178,389 - 183,740	195,200 - 195,200***
05**	81,642 - 84,090	109,089 - 112,361	155,492 - 160,156	183,741 - 189,252	195,200 - 195,200****

Locality Area: **Philadelphia-Reading-Camden, PA-NJ-DE-MD**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2855** Curr. Yr Rate: **0.2899** Loc. Diff: **1.00342** 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 - 43,011	44,442 - 53,313	55,052 - 65,812	67,339 - 80,254
02	38,254 - 40,918	43,012 - 48,191	53,314 - 59,966	65,813 - 73,883	80,255 - 89,940
03	40,919 - 42,694	48,192 - 51,645	59,967 - 64,401	73,884 - 79,263	89,941 - 96,398
04**	42,695 - 43,975	51,646 - 53,194	64,402 - 66,333	79,264 - 81,641	96,399 - 99,290
05**	43,976 - 45,294	53,195 - 54,790	66,334 - 68,323	81,642 - 84,090	99,291 - 102,269

Locality Area: **Philadelphia-Reading-Camden, PA-NJ-DE-MD**

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: 0.2855 Curr. Yr Rate: 0.2899 Loc. Diff: 1.00342 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 - 47,901	55,052 - 73,428	81,474 - 101,688	116,123 - 143,796	161,409 - 176,427
02	47,902 - 57,801	73,429 - 87,210	101,689 - 116,848	143,797 - 164,551	176,428 - 187,691
03	57,802 - 64,401	87,211 - 96,398	116,849 - 126,955	164,552 - 178,388	187,692 - 195,200
04**	64,402 - 66,333	96,399 - 99,290	126,956 - 130,764	178,389 - 183,740	195,200 - 195,200***
05**	66,334 - 68,323	99,291 - 102,269	130,765 - 134,687	183,741 - 189,252	195,200 - 195,200****

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2855 Curr. Yr Rate: 0.2899 Loc. Diff: 1.00342 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 - 42,232	44,442 - 59,918	67,339 - 80,254	81,474 - 101,688	116,123 - 131,607
02	42,233 - 47,880	59,919 - 71,525	80,255 - 89,940	101,689 - 116,848	131,608 - 143,220
03	47,881 - 51,645	71,526 - 79,263	89,941 - 96,398	116,849 - 126,955	143,221 - 150,962
04**	51,646 - 53,194	79,264 - 81,641	96,399 - 99,290	126,956 - 130,764	150,963 - 155,491
05**	53,195 - 54,790	81,642 - 84,090	99,291 - 102,269	130,765 - 134,687	155,492 - 160,156

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

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.