

2025

Alternative Personnel Management System

Portland-Vancouver-Salem, OR-WA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$66,808					\$100,002					\$131,700					\$185,056					\$195,200				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,701				\$53,831				\$79,667				\$113,549				\$157,830												
	\$62,973				\$94,261				\$124,140				\$174,433				\$195,200												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$53,575					\$82,226					\$100,002					\$131,700					\$156,604				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,701				\$43,457				\$65,846				\$79,667				\$113,549												
	\$50,500				\$77,506				\$94,261				\$124,140				\$147,615												
ADMINISTRATIVE									\$82,226					\$109,870					\$156,604					\$185,056					\$195,200
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,701				\$65,846				\$95,488				\$134,180				\$157,830												
	\$77,506				\$103,563				\$147,615				\$174,433				\$195,200												
ADMINISTRATIVE SUPPORT	\$45,294	\$53,575	\$66,808	\$82,226	\$100,002																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,701	\$36,103	\$43,457	\$53,831	\$65,846																								
	\$42,694	\$50,500	\$62,973	\$77,506	\$94,261																								
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

$$\frac{2024 \text{ rate}}{25.66} = \frac{2025 \text{ rate}}{26.13}$$

NIST Locality Increase Differential

$$1.2613 / 1.2566 = 1.00374$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2566** Curr. Yr Rate: **0.2613** Loc. Diff: **1.00374** 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 - 53,725	65,846 - 82,609	95,488 - 118,656	134,180 - 152,070	157,830 - 174,439
02	53,726 - 67,994	82,610 - 95,181	118,657 - 136,031	152,071 - 165,488	174,440 - 186,896
03	67,995 - 77,506	95,182 - 103,563	136,032 - 147,615	165,489 - 174,433	186,897 - 195,200
04**	77,507 - 79,831	103,564 - 106,670	147,616 - 152,043	174,434 - 179,666	195,200 - 195,200***
05**	79,832 - 82,226	106,671 - 109,870	152,044 - 156,604	179,667 - 185,056	195,200 - 195,200****

Locality Area: **Portland-Vancouver-Salem, OR-WA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2566** Curr. Yr Rate: **0.2613** Loc. Diff: **1.00374** 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 - 42,502	43,457 - 52,131	53,831 - 64,353	65,846 - 78,475
02	38,254 - 40,918	42,503 - 47,301	52,132 - 58,636	64,354 - 72,245	78,476 - 87,947
03	40,919 - 42,694	47,302 - 50,500	58,637 - 62,973	72,246 - 77,506	87,948 - 94,261
04**	42,695 - 43,975	50,501 - 52,015	62,974 - 64,862	77,507 - 79,831	94,262 - 97,089
05**	43,976 - 45,294	52,016 - 53,575	64,863 - 66,808	79,832 - 82,226	97,090 - 100,002

Locality Area: **Portland-Vancouver-Salem, OR-WA**

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: 0.2566 Curr. Yr Rate: 0.2613 Loc. Diff: 1.00374 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 - 47,266	53,831 - 71,800	79,667 - 99,433	113,549 - 140,609	157,830 - 174,439
02	47,267 - 56,690	71,801 - 85,277	99,434 - 114,257	140,610 - 160,903	174,440 - 186,896
03	56,691 - 62,973	85,278 - 94,261	114,258 - 124,140	160,904 - 174,433	186,897 - 195,200
04**	62,974 - 64,862	94,262 - 97,089	124,141 - 127,864	174,434 - 179,666	195,200 - 195,200***
05**	64,863 - 66,808	97,090 - 100,002	127,865 - 131,700	179,667 - 185,056	195,200 - 195,200****

Locality Area: Portland-Vancouver-Salem, OR-WA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2566 Curr. Yr Rate: 0.2613 Loc. Diff: 1.00374 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 - 41,723	43,457 - 58,590	65,846 - 78,475	79,667 - 99,433	113,549 - 128,689
02	41,724 - 46,989	58,591 - 69,940	78,476 - 87,947	99,434 - 114,257	128,690 - 140,045
03	46,990 - 50,500	69,941 - 77,506	87,948 - 94,261	114,258 - 124,140	140,046 - 147,615
04**	50,501 - 52,015	77,507 - 79,831	94,262 - 97,089	124,141 - 127,864	147,616 - 152,043
05**	52,016 - 53,575	79,832 - 82,226	97,090 - 100,002	127,865 - 131,700	152,044 - 156,604

Locality Area: Portland-Vancouver-Salem, OR-WA

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.