

2025

Alternative Personnel Management System

Raleigh-Durham-Cary, NC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$96,918					\$127,638					\$179,349					\$195,200				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,701				\$52,171				\$77,210				\$110,047				\$152,963												
	\$61,805				\$91,354				\$120,311				\$169,053				\$195,200												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$51,922					\$79,689					\$96,918					\$127,638					\$151,775				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,701				\$42,117				\$63,815				\$77,210				\$110,047												
	\$48,942				\$75,115				\$91,354				\$120,311				\$143,062												
ADMINISTRATIVE									\$79,689					\$106,481					\$151,775					\$179,349					\$195,200
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,701				\$63,815				\$92,543				\$130,041				\$152,963												
	\$75,115				\$100,369				\$143,062				\$169,053				\$195,200												
ADMINISTRATIVE SUPPORT	\$45,294	\$51,922	\$64,748	\$79,689	\$96,918																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,701	\$36,103	\$42,117	\$52,171	\$63,815																								
	\$42,694	\$48,942	\$61,031	\$75,115	\$91,354																								
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
21.9	22.24

NIST Locality Increase Differential
 $1.2224 / 1.219 = 1.00279$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.219** Curr. Yr Rate: **0.2224** Loc. Diff: **1.00279** 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 - 52,663	63,815 - 80,061	92,543 - 114,996	130,041 - 147,380	152,963 - 171,735
02	52,664 - 66,134	80,062 - 92,246	114,997 - 131,836	147,381 - 160,384	171,736 - 185,814
03	66,135 - 75,115	92,247 - 100,369	131,837 - 143,062	160,385 - 169,053	185,815 - 195,200
04**	75,116 - 77,368	100,370 - 103,380	143,063 - 147,354	169,054 - 174,125	195,200 - 195,200***
05**	77,369 - 79,689	103,381 - 106,481	147,355 - 151,775	174,126 - 179,349	195,200 - 195,200****

Locality Area: **Raleigh-Durham-Cary, NC**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.219** Curr. Yr Rate: **0.2224** Loc. Diff: **1.00279** 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 - 41,809	42,117 - 50,523	52,171 - 62,368	63,815 - 76,055
02	38,254 - 40,918	41,810 - 46,089	50,524 - 56,828	62,369 - 70,016	76,056 - 85,234
03	40,919 - 42,694	46,090 - 48,942	56,829 - 61,031	70,017 - 75,115	85,235 - 91,354
04**	42,695 - 43,975	48,943 - 50,410	61,032 - 62,862	75,116 - 77,368	91,355 - 94,095
05**	43,976 - 45,294	50,411 - 51,922	62,863 - 64,748	77,369 - 79,689	94,096 - 96,918

Locality Area: **Raleigh-Durham-Cary, NC**

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: 0.219 Curr. Yr Rate: 0.2224 Loc. Diff: 1.00279 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	52,171 - 69,586	77,210 - 96,366	110,047 - 136,272	152,963 - 171,735
02	46,748 - 55,782	69,587 - 82,647	96,367 - 110,733	136,273 - 155,941	171,736 - 185,814
03	55,783 - 61,805	82,648 - 91,354	110,734 - 120,311	155,942 - 169,053	185,815 - 195,200
04**	61,806 - 63,659	91,355 - 94,095	120,312 - 123,920	169,054 - 174,125	195,200 - 195,200***
05**	63,660 - 65,569	94,096 - 96,918	123,921 - 127,638	174,126 - 179,349	195,200 - 195,200****

Locality Area: Raleigh-Durham-Cary, NC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.219 Curr. Yr Rate: 0.2224 Loc. Diff: 1.00279 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 - 41,030	42,117 - 56,783	63,815 - 76,055	77,210 - 96,366	110,047 - 124,720
02	41,031 - 45,777	56,784 - 67,782	76,056 - 85,234	96,367 - 110,733	124,721 - 135,725
03	45,778 - 48,942	67,783 - 75,115	85,235 - 91,354	110,734 - 120,311	135,726 - 143,062
04**	48,943 - 50,410	75,116 - 77,368	91,355 - 94,095	120,312 - 123,920	143,063 - 147,354
05**	50,411 - 51,922	77,369 - 79,689	94,096 - 96,918	123,921 - 127,638	147,355 - 151,775

Locality Area: Raleigh-Durham-Cary, NC

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.