

2025

# Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$93,598					\$122,229					\$171,748					\$195,200				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,701				\$49,960				\$73,939				\$105,383				\$146,481												
	\$61,805				\$88,225				\$115,213				\$161,889				\$190,424												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$49,722					\$76,313					\$92,809					\$122,229					\$145,343				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,701				\$40,332				\$61,111				\$73,939				\$105,383												
	\$46,868				\$71,932				\$87,482				\$115,213				\$137,000												
ADMINISTRATIVE									\$76,313					\$101,969					\$145,343					\$171,748					\$195,200
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,701				\$61,111				\$88,621				\$124,531				\$146,481												
	\$71,932				\$96,116				\$137,000				\$161,889				\$190,424												
ADMINISTRATIVE SUPPORT	\$45,294	\$49,722	\$62,004	\$76,313	\$92,809																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,701	\$36,103	\$40,332	\$49,960	\$61,111																								
	\$42,694	\$46,868	\$58,445	\$71,932	\$87,482																								
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 \$7,299.20

2024 rate	2025 rate
16.82	17.06

NIST Locality Increase Differential

$$1.1706 / 1.1682 = 1.00205$$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1682**    Curr. Yr Rate: **0.1706**    Loc. Diff: **1.00205**    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 - 51,248	61,111 - 76,669	88,621 - 110,123	124,531 - 141,135	146,481 - 166,011
02	51,249 - 63,658	76,670 - 88,337	110,124 - 126,249	141,136 - 153,587	166,012 - 180,659
03	63,659 - 71,932	88,338 - 96,116	126,250 - 137,000	153,588 - 161,889	180,660 - 190,424
04**	71,933 - 74,090	96,117 - 98,999	137,001 - 141,110	161,890 - 166,746	190,425 - 195,200***
05**	74,091 - 76,313	99,000 - 101,969	141,111 - 145,343	166,747 - 171,748	195,200 - 195,200****

Locality Area: **Rest of U.S.**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1682**    Curr. Yr Rate: **0.1706**    Loc. Diff: **1.00205**    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 - 40,887	40,332 - 48,382	49,960 - 59,725	61,111 - 72,831
02	38,254 - 40,918	40,888 - 44,476	48,383 - 54,420	59,726 - 67,049	72,832 - 81,622
03	40,919 - 42,694	44,477 - 46,868	54,421 - 58,445	67,050 - 71,932	81,623 - 87,482
04**	42,695 - 43,975	46,869 - 48,274	58,446 - 60,198	71,933 - 74,090	87,483 - 90,106
05**	43,976 - 45,294	48,275 - 49,722	60,199 - 62,004	74,091 - 76,313	90,107 - 92,809

Locality Area: **Rest of U.S.**

### 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: 0.1682    Curr. Yr Rate: 0.1706    Loc. Diff: 1.00205    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	49,960 - 66,967	73,939 - 92,283	105,383 - 130,497	146,481 - 166,011
02	46,748 - 55,782	66,968 - 79,722	92,284 - 106,041	130,498 - 149,332	166,012 - 180,659
03	55,783 - 61,805	79,723 - 88,225	106,042 - 115,213	149,333 - 161,889	180,660 - 190,424
04**	61,806 - 63,659	88,226 - 90,872	115,214 - 118,669	161,890 - 166,746	190,425 - 195,200***
05**	63,660 - 65,569	90,873 - 93,598	118,670 - 122,229	166,747 - 171,748	195,200 - 195,200****

Locality Area: Rest of U.S.

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.1682    Curr. Yr Rate: 0.1706    Loc. Diff: 1.00205    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 - 40,109	40,332 - 54,376	61,111 - 72,831	73,939 - 92,283	105,383 - 119,435
02	40,110 - 44,164	54,377 - 64,910	72,832 - 81,622	92,284 - 106,041	119,436 - 129,974
03	44,165 - 46,868	64,911 - 71,932	81,623 - 87,482	106,042 - 115,213	129,975 - 137,000
04**	46,869 - 48,274	71,933 - 74,090	87,483 - 90,106	115,214 - 118,669	137,001 - 141,110
05**	48,275 - 49,722	74,091 - 76,313	90,107 - 92,809	118,670 - 122,229	141,111 - 145,343

Locality Area: Rest of U.S.

### 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.