

2025

Alternative Personnel Management System

Sacramento-Roseville, CA-NV

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$68,731					\$102,879				\$135,489			\$190,382	\$195,200	
	I				II				III			IV		V					
PAY PLAN: ZP	\$34,701				\$55,380				\$81,960			\$116,816		\$162,373					
	\$64,785				\$96,974				\$127,712			\$179,453		\$195,200					
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$55,117				\$84,592			\$102,879			\$135,489			\$161,112		
	I			II			III		IV		V								
PAY PLAN: ZT	\$34,701			\$44,708			\$67,741		\$81,960		\$116,816		\$151,863						
	\$51,953			\$79,736			\$96,974		\$127,712		\$151,863								
ADMINISTRATIVE							\$84,592				\$113,031			\$161,112	\$190,382	\$195,200			
	I						II			III		IV		V					
PAY PLAN: ZA	\$34,701						\$67,741			\$98,236		\$138,041		\$162,373					
	\$79,736						\$106,543			\$151,863		\$179,453		\$195,200					
ADMINISTRATIVE SUPPORT	\$45,294	\$55,117		\$68,731		\$84,592		\$102,879											
	I		II		III		IV		V										
PAY PLAN: ZS	\$34,701		\$36,103		\$44,708		\$55,380		\$67,741										
	\$42,694		\$51,953		\$64,785		\$79,736		\$96,974										
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
29.16	29.76

NIST Locality Increase Differential

$$1.2976 / 1.2916 = 1.00465$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2916** Curr. Yr Rate: **0.2976** Loc. Diff: **1.00465** 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 - 54,717	67,741 - 84,986	98,236 - 122,070	138,041 - 156,446	162,373 - 176,963
02	54,718 - 69,728	84,987 - 97,920	122,071 - 139,946	156,447 - 170,250	176,964 - 187,905
03	69,729 - 79,736	97,921 - 106,543	139,947 - 151,863	170,251 - 179,453	187,906 - 195,200
04**	79,737 - 82,128	106,544 - 109,739	151,864 - 156,419	179,454 - 184,837	195,200 - 195,200***
05**	82,129 - 84,592	109,740 - 113,031	156,420 - 161,112	184,838 - 190,382	195,200 - 195,200****

Locality Area: **Sacramento-Roseville, CA-NV**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2916** Curr. Yr Rate: **0.2976** Loc. Diff: **1.00465** 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 - 43,147	44,708 - 53,631	55,380 - 66,205	67,741 - 80,733
02	38,254 - 40,918	43,148 - 48,431	53,632 - 60,323	66,206 - 74,324	80,734 - 90,478
03	40,919 - 42,694	48,432 - 51,953	60,324 - 64,785	74,325 - 79,736	90,479 - 96,974
04**	42,695 - 43,975	51,954 - 53,512	64,786 - 66,729	79,737 - 82,128	96,975 - 99,883
05**	43,976 - 45,294	53,513 - 55,117	66,730 - 68,731	82,129 - 84,592	99,884 - 102,879

Locality Area: **Sacramento-Roseville, CA-NV**

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: 0.2916 Curr. Yr Rate: 0.2976 Loc. Diff: 1.00465 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 - 48,072	55,380 - 73,866	81,960 - 102,294	116,816 - 144,655	162,373 - 176,963
02	48,073 - 58,100	73,867 - 87,731	102,295 - 117,545	144,656 - 165,534	176,964 - 187,905
03	58,101 - 64,785	87,732 - 96,974	117,546 - 127,712	165,535 - 179,453	187,906 - 195,200
04**	64,786 - 66,729	96,975 - 99,883	127,713 - 131,543	179,454 - 184,837	195,200 - 195,200***
05**	66,730 - 68,731	99,884 - 102,879	131,544 - 135,489	184,838 - 190,382	195,200 - 195,200****

Locality Area: Sacramento-Roseville, CA-NV

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2916 Curr. Yr Rate: 0.2976 Loc. Diff: 1.00465 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 - 42,369	44,708 - 60,276	67,741 - 80,733	81,960 - 102,294	116,816 - 132,392
02	42,370 - 48,119	60,277 - 71,952	80,734 - 90,478	102,295 - 117,545	132,393 - 144,075
03	48,120 - 51,953	71,953 - 79,736	90,479 - 96,974	117,546 - 127,712	144,076 - 151,863
04**	51,954 - 53,512	79,737 - 82,128	96,975 - 99,883	127,713 - 131,543	151,864 - 156,419
05**	53,513 - 55,117	82,129 - 84,592	99,884 - 102,879	131,544 - 135,489	156,420 - 161,112

Locality Area: Sacramento-Roseville, CA-NV

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.