

2025

Alternative Personnel Management System

San Diego-Chula Vista-Carlsbad, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$70,828					\$106,019				\$139,625			\$195,200	\$195,200	
	I				II				III			IV		V					
PAY PLAN: ZP	\$34,701				\$57,070				\$84,462			\$120,381		\$167,328					
	\$66,762				\$99,933				\$131,610			\$184,929		\$195,200					
SCIENTIFIC AND ENGINEERING TECHNICIAN			\$56,799				\$87,174			\$106,019			\$139,625			\$166,029			
	I		II			III		IV		V									
PAY PLAN: ZT	\$34,701		\$46,072			\$69,809		\$84,462		\$120,381		\$156,498							
	\$53,539		\$82,170			\$99,933		\$131,610		\$166,029		\$195,200							
ADMINISTRATIVE						\$87,174					\$116,482			\$166,029	\$195,200	\$195,200			
	I					II				III		IV		V					
PAY PLAN: ZA	\$34,701					\$69,809				\$101,234		\$142,254		\$167,328					
	\$82,170					\$109,795				\$156,498		\$184,929		\$195,200					
ADMINISTRATIVE SUPPORT	\$45,294	\$56,799	\$70,828	\$87,174	\$106,019														
	I	II	III	IV	V														
PAY PLAN: ZS	\$34,701	\$36,685	\$46,072	\$57,070	\$69,809														
	\$42,694	\$53,539	\$66,762	\$82,170	\$99,933														
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
33.05	33.72

NIST Locality Increase Differential
 $1.3372 / 1.3305 = 1.00504$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3305** Curr. Yr Rate: **0.3372** Loc. Diff: **1.00504** 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 - 55,798	69,809 - 87,581	101,234 - 125,796	142,254 - 161,221	167,328 - 179,716
02	55,799 - 71,621	87,582 - 100,909	125,797 - 144,217	161,222 - 175,446	179,717 - 189,006
03	71,622 - 82,170	100,910 - 109,795	144,218 - 156,498	175,447 - 184,929	189,007 - 195,200
04**	82,171 - 84,635	109,796 - 113,089	156,499 - 161,193	184,930 - 190,477	195,200 - 195,200***
05**	84,636 - 87,174	113,090 - 116,482	161,194 - 166,029	190,478 - 195,200	195,200 - 195,200****

Locality Area: **San Diego-Chula Vista-Carlsbad, CA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3305** Curr. Yr Rate: **0.3372** Loc. Diff: **1.00504** 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	36,685 - 44,176	46,072 - 55,268	57,070 - 68,226	69,809 - 83,197
02	38,254 - 40,918	44,177 - 49,794	55,269 - 62,164	68,227 - 76,592	83,198 - 93,239
03	40,919 - 42,694	49,795 - 53,539	62,165 - 66,762	76,593 - 82,170	93,240 - 99,933
04**	42,695 - 43,975	53,540 - 55,145	66,763 - 68,765	82,171 - 84,635	99,934 - 102,931
05**	43,976 - 45,294	55,146 - 56,799	68,766 - 70,828	84,636 - 87,174	102,932 - 106,019

Locality Area: **San Diego-Chula Vista-Carlsbad, CA**

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: 0.3305 Curr. Yr Rate: 0.3372 Loc. Diff: 1.00504 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 - 48,950	57,070 - 76,120	84,462 - 105,417	120,381 - 149,069	167,328 - 179,716
02	48,951 - 59,637	76,121 - 90,408	105,418 - 121,133	149,070 - 170,585	179,717 - 189,006
03	59,638 - 66,762	90,409 - 99,933	121,134 - 131,610	170,586 - 184,929	189,007 - 195,200
04**	66,763 - 68,765	99,934 - 102,931	131,611 - 135,558	184,930 - 190,477	195,200 - 195,200***
05**	68,766 - 70,828	102,932 - 106,019	135,559 - 139,625	190,478 - 195,200	195,200 - 195,200****

Locality Area: San Diego-Chula Vista-Carlsbad, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.3305 Curr. Yr Rate: 0.3372 Loc. Diff: 1.00504 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 - 43,073	46,072 - 62,116	69,809 - 83,197	84,462 - 105,417	120,381 - 136,433
02	43,074 - 49,353	62,117 - 74,148	83,198 - 93,239	105,418 - 121,133	136,434 - 148,472
03	49,354 - 53,539	74,149 - 82,170	93,240 - 99,933	121,134 - 131,610	148,473 - 156,498
04**	53,540 - 55,145	82,171 - 84,635	99,934 - 102,931	131,611 - 135,558	156,499 - 161,193
05**	55,146 - 56,799	84,636 - 87,174	102,932 - 106,019	135,559 - 139,625	161,194 - 166,029

Locality Area: San Diego-Chula Vista-Carlsbad, CA

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.