

2025

# Alternative Personnel Management System

Seattle-Tacoma, WA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$69,690					\$104,314					\$137,380					\$193,037					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$56,153				\$83,104				\$118,446				\$164,637																		
	\$65,689				\$98,326				\$129,494				\$181,956				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$55,886				\$85,771				\$104,314				\$137,380				\$163,359															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$45,331			\$68,686			\$83,104			\$118,446																						
	\$52,678			\$80,848			\$98,326			\$129,494			\$153,982																						
ADMINISTRATIVE							\$85,771							\$114,608							\$163,359							\$193,037							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$68,686						\$99,606						\$139,967						\$164,637										
	\$80,848						\$108,029						\$153,982						\$181,956						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$55,886			\$69,690			\$85,771			\$104,314																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$45,331		\$56,153		\$68,686																										
	\$42,694		\$52,678		\$65,689		\$80,848		\$98,326																										
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
30.81	31.57

NIST Locality Increase Differential  
 $1.3157 / 1.3081 = 1.00581$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.3081**    Curr. Yr Rate: **0.3157**    Loc. Diff: **1.00581**    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 - 55,211	68,686 - 86,172	99,606 - 123,773	139,967 - 158,629	164,637 - 178,221
02	55,212 - 70,593	86,173 - 99,286	123,774 - 141,898	158,630 - 172,625	178,222 - 188,408
03	70,594 - 80,848	99,287 - 108,029	141,899 - 153,982	172,626 - 181,956	188,409 - 195,200
04**	80,849 - 83,273	108,030 - 111,270	153,983 - 158,601	181,957 - 187,415	195,200 - 195,200***
05**	83,274 - 85,771	111,271 - 114,608	158,602 - 163,359	187,416 - 193,037	195,200 - 195,200****

Locality Area: **Seattle-Tacoma, WA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3081**    Curr. Yr Rate: **0.3157**    Loc. Diff: **1.00581**    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 - 43,470	45,331 - 54,379	56,153 - 67,129	68,686 - 81,859
02	38,254 - 40,918	43,471 - 48,995	54,380 - 61,165	67,130 - 75,360	81,860 - 91,739
03	40,919 - 42,694	48,996 - 52,678	61,166 - 65,689	75,361 - 80,848	91,740 - 98,326
04**	42,695 - 43,975	52,679 - 54,258	65,690 - 67,660	80,849 - 83,273	98,327 - 101,276
05**	43,976 - 45,294	54,259 - 55,886	67,661 - 69,690	83,274 - 85,771	101,277 - 104,314

Locality Area: **Seattle-Tacoma, 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: 0.3081    Curr. Yr Rate: 0.3157    Loc. Diff: 1.00581    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 - 48,473	56,153 - 74,897	83,104 - 103,722	118,446 - 146,673	164,637 - 178,221
02	48,474 - 58,803	74,898 - 88,954	103,723 - 119,185	146,674 - 167,843	178,222 - 188,408
03	58,804 - 65,689	88,955 - 98,326	119,186 - 129,494	167,844 - 181,956	188,409 - 195,200
04**	65,690 - 67,660	98,327 - 101,276	129,495 - 133,379	181,957 - 187,415	195,200 - 195,200***
05**	67,661 - 69,690	101,277 - 104,314	133,380 - 137,380	187,416 - 193,037	195,200 - 195,200****

Locality Area: Seattle-Tacoma, WA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.3081    Curr. Yr Rate: 0.3157    Loc. Diff: 1.00581    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 - 42,691	45,331 - 61,116	68,686 - 81,859	83,104 - 103,722	118,446 - 134,240
02	42,692 - 48,683	61,117 - 72,955	81,860 - 91,739	103,723 - 119,185	134,241 - 146,085
03	48,684 - 52,678	72,956 - 80,848	91,740 - 98,326	119,186 - 129,494	146,086 - 153,982
04**	52,679 - 54,258	80,849 - 83,273	98,327 - 101,276	129,495 - 133,379	153,983 - 158,601
05**	54,259 - 55,886	83,274 - 85,771	101,277 - 104,314	133,380 - 137,380	158,602 - 163,359

Locality Area: Seattle-Tacoma, 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.