

2025

Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$77,513					\$116,024					\$152,803					\$195,200					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$62,456				\$92,433				\$131,743				\$183,120																		
	\$73,063				\$109,364				\$144,031				\$195,200																						
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$62,161				\$95,401				\$116,024				\$152,803				\$181,698															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$50,420			\$76,397			\$92,433			\$131,743																						
	\$58,592			\$89,924			\$109,364			\$144,031			\$171,268																						
ADMINISTRATIVE							\$95,401							\$127,475							\$181,698							\$195,200							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$76,397						\$110,788						\$155,679						\$183,120										
	\$89,924						\$120,157						\$171,268						\$195,200																
ADMINISTRATIVE SUPPORT			\$49,119			\$62,161			\$77,513			\$95,401			\$116,024																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$40,147		\$50,420		\$62,456		\$76,397																										
	\$46,299		\$58,592		\$73,063		\$89,924		\$109,364																										
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
45.41	46.34

NIST Locality Increase Differential
 $1.4634 / 1.4541 = 1.0064$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.4541** Curr. Yr Rate: **0.4634** Loc. Diff: **1.0064** 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 - 59,245	76,397 - 95,846	110,788 - 137,668	155,679 - 173,244	183,120 - 188,489
02	59,246 - 77,652	95,847 - 110,433	137,669 - 157,828	173,245 - 186,418	188,490 - 192,516
03	77,653 - 89,924	110,434 - 120,157	157,829 - 171,268	186,419 - 195,200	192,517 - 195,200
04**	89,925 - 92,622	120,158 - 123,762	171,269 - 176,406	195,200 - 195,200	195,200 - 195,200***
05**	92,623 - 95,401	123,763 - 127,475	176,407 - 181,698	195,200 - 195,200	195,200 - 195,200****

Locality Area: **San Jose-San Francisco-Oakland, CA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.4541** Curr. Yr Rate: **0.4634** Loc. Diff: **1.0064** 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 - 39,856	40,147 - 48,345	50,420 - 60,484	62,456 - 74,664	76,397 - 91,049
02	39,857 - 43,722	48,346 - 54,493	60,485 - 68,031	74,665 - 83,820	91,050 - 102,038
03	43,723 - 46,299	54,494 - 58,592	68,032 - 73,063	83,821 - 89,924	102,039 - 109,364
04**	46,300 - 47,688	58,593 - 60,350	73,064 - 75,255	89,925 - 92,622	109,365 - 112,645
05**	47,689 - 49,119	60,351 - 62,161	75,256 - 77,513	92,623 - 95,401	112,646 - 116,024

Locality Area: **San Jose-San Francisco-Oakland, 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: 0.4541 Curr. Yr Rate: 0.4634 Loc. Diff: 1.0064 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 - 51,751	62,456 - 83,304	92,433 - 115,365	131,743 - 159,946	183,120 - 188,489
02	51,752 - 64,538	83,305 - 98,940	115,366 - 132,565	159,947 - 181,098	188,490 - 192,516
03	64,539 - 73,063	98,941 - 109,364	132,566 - 144,031	181,099 - 195,200	192,517 - 195,200
04**	73,064 - 75,255	109,365 - 112,645	144,032 - 148,352	195,200 - 195,200	195,200 - 195,200***
05**	75,256 - 77,513	112,646 - 116,024	148,353 - 152,803	195,200 - 195,200	195,200 - 195,200****

Locality Area: San Jose-San Francisco-Oakland, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.4541 Curr. Yr Rate: 0.4634 Loc. Diff: 1.0064 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 - 45,319	50,420 - 67,977	76,397 - 91,049	92,433 - 115,365	131,743 - 149,310
02	45,320 - 53,283	67,978 - 81,145	91,050 - 102,038	115,366 - 132,565	149,311 - 162,485
03	53,284 - 58,592	81,146 - 89,924	102,039 - 109,364	132,566 - 144,031	162,486 - 171,268
04**	58,593 - 60,350	89,925 - 92,622	109,365 - 112,645	144,032 - 148,352	171,269 - 176,406
05**	60,351 - 62,161	92,623 - 95,401	112,646 - 116,024	148,353 - 152,803	176,407 - 181,698

Locality Area: San Jose-San Francisco-Oakland, 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.