

2025

Alternative Personnel Management System

San Antonio-New Braunfels-Pearsall, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$94,174					\$124,025					\$174,272					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$50,694				\$75,025				\$106,932				\$148,633																		
	\$61,805				\$88,768				\$116,906				\$164,268				\$193,222																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,454				\$77,434				\$94,174				\$124,025				\$147,478															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$40,924			\$62,009			\$75,025			\$106,932																						
	\$47,557			\$72,989			\$88,768			\$116,906			\$139,013																						
ADMINISTRATIVE							\$77,434							\$103,468							\$147,478							\$174,272							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$62,009						\$89,924						\$126,361						\$148,633										
	\$72,989						\$97,528						\$139,013						\$164,268						\$193,222										
ADMINISTRATIVE SUPPORT			\$45,294			\$50,454			\$62,914			\$77,434			\$94,174																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$40,924		\$50,694		\$62,009																										
	\$42,694		\$47,557		\$59,303		\$72,989		\$88,768																										
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 \$7,406.40

2024 rate	2025 rate
18.49	18.78

NIST Locality Increase Differential
 $1.1878 / 1.1849 = 1.00245$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1849** Curr. Yr Rate: **0.1878** Loc. Diff: **1.00245** 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 - 51,718	62,009 - 77,795	89,924 - 111,741	126,361 - 143,209	148,633 - 168,450
02	51,719 - 64,481	77,796 - 89,635	111,742 - 128,104	143,210 - 155,844	168,451 - 183,313
03	64,482 - 72,989	89,636 - 97,528	128,105 - 139,013	155,845 - 164,268	183,314 - 193,222
04**	72,990 - 75,179	97,529 - 100,454	139,014 - 143,183	164,269 - 169,196	193,223 - 195,200***
05**	75,180 - 77,434	100,455 - 103,468	143,184 - 147,478	169,197 - 174,272	195,200 - 195,200****

Locality Area: **San Antonio-New Braunfels-Pearsall, TX**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1849** Curr. Yr Rate: **0.1878** Loc. Diff: **1.00245** 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 - 41,194	40,924 - 49,092	50,694 - 60,603	62,009 - 73,902
02	38,254 - 40,918	41,195 - 45,012	49,093 - 55,219	60,604 - 68,035	73,903 - 82,822
03	40,919 - 42,694	45,013 - 47,557	55,220 - 59,303	68,036 - 72,989	82,823 - 88,768
04**	42,695 - 43,975	47,558 - 48,984	59,304 - 61,082	72,990 - 75,179	88,769 - 91,431
05**	43,976 - 45,294	48,985 - 50,454	61,083 - 62,914	75,180 - 77,434	91,432 - 94,174

Locality Area: **San Antonio-New Braunfels-Pearsall, TX**

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: 0.1849 Curr. Yr Rate: 0.1878 Loc. Diff: 1.00245 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	50,694 - 67,616	75,025 - 93,639	106,932 - 132,415	148,633 - 168,450
02	46,748 - 55,782	67,617 - 80,307	93,640 - 107,599	132,416 - 151,527	168,451 - 183,313
03	55,783 - 61,805	80,308 - 88,768	107,600 - 116,906	151,528 - 164,268	183,314 - 193,222
04**	61,806 - 63,659	88,769 - 91,431	116,907 - 120,413	164,269 - 169,196	193,223 - 195,200***
05**	63,660 - 65,569	91,432 - 94,174	120,414 - 124,025	169,197 - 174,272	195,200 - 195,200****

Locality Area: San Antonio-New Braunfels-Pearsall, TX

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1849 Curr. Yr Rate: 0.1878 Loc. Diff: 1.00245 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 - 40,415	40,924 - 55,175	62,009 - 73,902	75,025 - 93,639	106,932 - 121,190
02	40,416 - 44,700	55,176 - 65,863	73,903 - 82,822	93,640 - 107,599	121,191 - 131,884
03	44,701 - 47,557	65,864 - 72,989	82,823 - 88,768	107,600 - 116,906	131,885 - 139,013
04**	47,558 - 48,984	72,990 - 75,179	88,769 - 91,431	116,907 - 120,413	139,014 - 143,183
05**	48,985 - 50,454	75,180 - 77,434	91,432 - 94,174	120,414 - 124,025	143,184 - 147,478

Locality Area: San Antonio-New Braunfels-Pearsall, TX

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.