

2025

# Alternative Personnel Management System

Tucson-Nogales, AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$94,570					\$124,548					\$175,005					\$195,200																																																																										
	I																				II																				III																				IV																				V																		
PAY PLAN: ZP					\$34,701					\$50,908					\$75,341					\$107,382					\$149,259																																																																										
					\$61,805					\$89,142					\$117,398					\$164,959					\$194,035																																																																										
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$50,666					\$77,760					\$94,570					\$124,548					\$148,100																																																																										
	I																				II																				III																				IV																				V																		
PAY PLAN: ZT					\$34,701					\$41,097					\$62,270					\$75,341					\$107,382																																																																										
					\$47,757					\$73,296					\$89,142					\$117,398					\$139,598																																																																										
ADMINISTRATIVE									\$77,760									\$103,902					\$148,100					\$175,005					\$195,200																																																																		
	I																				II																				III																				IV																				V																		
PAY PLAN: ZA					\$34,701					\$62,270					\$90,302					\$126,892					\$149,259																																																																										
					\$73,296					\$97,938					\$139,598					\$164,959					\$194,035																																																																										
ADMINISTRATIVE SUPPORT			\$45,294			\$50,666			\$63,180			\$77,760			\$94,570																																																																																				
	I		II		III		IV		V																																																																																										
PAY PLAN: ZS			\$34,701			\$36,103			\$41,097			\$50,908			\$62,270																																																																																				
			\$42,694			\$47,757			\$59,553			\$73,296			\$89,142																																																																																				
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 \$7,437.60

2024 rate	2025 rate
18.92	19.28

NIST Locality Increase Differential  
 $1.1928 / 1.1892 = 1.00303$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.1892**    Curr. Yr Rate: **0.1928**    Loc. Diff: **1.00303**    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 - 51,854	62,270 - 78,122	90,302 - 112,211	126,892 - 143,811	149,259 - 169,159
02	51,855 - 64,719	78,123 - 90,012	112,212 - 128,643	143,812 - 156,500	169,160 - 184,085
03	64,720 - 73,296	90,013 - 97,938	128,644 - 139,598	156,501 - 164,959	184,086 - 194,035
04**	73,297 - 75,495	97,939 - 100,876	139,599 - 143,786	164,960 - 169,908	194,036 - 195,200***
05**	75,496 - 77,760	100,877 - 103,902	143,787 - 148,100	169,909 - 175,005	195,200 - 195,200****

Locality Area: **Tucson-Nogales, AZ**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1892**    Curr. Yr Rate: **0.1928**    Loc. Diff: **1.00303**    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 - 41,283	41,097 - 49,300	50,908 - 60,858	62,270 - 74,213
02	38,254 - 40,918	41,284 - 45,167	49,301 - 55,452	60,859 - 68,321	74,214 - 83,170
03	40,919 - 42,694	45,168 - 47,757	55,453 - 59,553	68,322 - 73,296	83,171 - 89,142
04**	42,695 - 43,975	47,758 - 49,190	59,554 - 61,340	73,297 - 75,495	89,143 - 91,816
05**	43,976 - 45,294	49,191 - 50,666	61,341 - 63,180	75,496 - 77,760	91,817 - 94,570

Locality Area: **Tucson-Nogales, AZ**

### 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: 0.1892    Curr. Yr Rate: 0.1928    Loc. Diff: 1.00303    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	50,908 - 67,901	75,341 - 94,033	107,382 - 132,972	149,259 - 169,159
02	46,748 - 55,782	67,902 - 80,646	94,034 - 108,052	132,973 - 152,164	169,160 - 184,085
03	55,783 - 61,805	80,647 - 89,142	108,053 - 117,398	152,165 - 164,959	184,086 - 194,035
04**	61,806 - 63,659	89,143 - 91,816	117,399 - 120,920	164,960 - 169,908	194,036 - 195,200***
05**	63,660 - 65,569	91,817 - 94,570	120,921 - 124,548	169,909 - 175,005	195,200 - 195,200****

Locality Area: Tucson-Nogales, AZ

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.1892    Curr. Yr Rate: 0.1928    Loc. Diff: 1.00303    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 - 40,504	41,097 - 55,408	62,270 - 74,213	75,341 - 94,033	107,382 - 121,700
02	40,505 - 44,856	55,409 - 66,141	74,214 - 83,170	94,034 - 108,052	121,701 - 132,439
03	44,857 - 47,757	66,142 - 73,296	83,171 - 89,142	108,053 - 117,398	132,440 - 139,598
04**	47,758 - 49,190	73,297 - 75,495	89,143 - 91,816	117,399 - 120,920	139,599 - 143,786
05**	49,191 - 50,666	75,496 - 77,760	91,817 - 94,570	120,921 - 124,548	143,787 - 148,100

Locality Area: Tucson-Nogales, AZ

### 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.