

2025

Alternative Personnel Management System

Phoenix-Mesa, AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING	I				II				III			IV		V	
															\$65,569
PAY PLAN: ZP	\$34,701				\$52,260				\$77,343			\$110,236		\$153,225	
	\$61,805				\$91,511				\$120,518			\$169,343		\$195,200	
SCIENTIFIC AND ENGINEERING TECHNICIAN	I			II				III		IV		V			
															\$52,013
PAY PLAN: ZT	\$34,701			\$42,189				\$63,925		\$77,343		\$110,236			
	\$49,027			\$75,244				\$91,511		\$120,518		\$143,308			
ADMINISTRATIVE	I						II			III		IV		V	
															\$79,826
PAY PLAN: ZA	\$34,701						\$63,925			\$92,702		\$130,265		\$153,225	
	\$75,244						\$100,541			\$143,308		\$169,343		\$195,200	
ADMINISTRATIVE SUPPORT	I	II	III		IV		V								
															\$45,294
PAY PLAN: ZS	\$34,701	\$36,103	\$42,189		\$52,260		\$63,925								
	\$42,694	\$49,027	\$61,136		\$75,244		\$91,511								
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
22.02	22.45

NIST Locality Increase Differential
 $1.2245 / 1.2202 = 1.00352$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2202** Curr. Yr Rate: **0.2245** Loc. Diff: **1.00352** 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 - 52,720	63,925 - 80,199	92,702 - 115,194	130,265 - 147,633	153,225 - 171,881
02	52,721 - 66,234	80,200 - 92,404	115,195 - 132,062	147,634 - 160,659	171,882 - 185,872
03	66,235 - 75,244	92,405 - 100,541	132,063 - 143,308	160,660 - 169,343	185,873 - 195,200
04**	75,245 - 77,501	100,542 - 103,557	143,309 - 147,607	169,344 - 174,423	195,200 - 195,200***
05**	77,502 - 79,826	103,558 - 106,664	147,608 - 152,035	174,424 - 179,656	195,200 - 195,200****

Locality Area: **Phoenix-Mesa, AZ**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2202** Curr. Yr Rate: **0.2245** Loc. Diff: **1.00352** 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 - 41,847	42,189 - 50,610	52,260 - 62,475	63,925 - 76,185
02	38,254 - 40,918	41,848 - 46,155	50,611 - 56,926	62,476 - 70,136	76,186 - 85,381
03	40,919 - 42,694	46,156 - 49,027	56,927 - 61,136	70,137 - 75,244	85,382 - 91,511
04**	42,695 - 43,975	49,028 - 50,498	61,137 - 62,970	75,245 - 77,501	91,512 - 94,256
05**	43,976 - 45,294	50,499 - 52,013	62,971 - 64,859	77,502 - 79,826	94,257 - 97,084

Locality Area: **Phoenix-Mesa, 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: 0.2202 Curr. Yr Rate: 0.2245 Loc. Diff: 1.00352 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	52,260 - 69,705	77,343 - 96,532	110,236 - 136,506	153,225 - 171,881
02	46,748 - 55,782	69,706 - 82,789	96,533 - 110,924	136,507 - 156,208	171,882 - 185,872
03	55,783 - 61,805	82,790 - 91,511	110,925 - 120,518	156,209 - 169,343	185,873 - 195,200
04**	61,806 - 63,659	91,512 - 94,256	120,519 - 124,134	169,344 - 174,423	195,200 - 195,200***
05**	63,660 - 65,569	94,257 - 97,084	124,135 - 127,858	174,424 - 179,656	195,200 - 195,200****

Locality Area: Phoenix-Mesa, AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2202 Curr. Yr Rate: 0.2245 Loc. Diff: 1.00352 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 - 41,068	42,189 - 56,880	63,925 - 76,185	77,343 - 96,532	110,236 - 124,935
02	41,069 - 45,843	56,881 - 67,898	76,186 - 85,381	96,533 - 110,924	124,936 - 135,959
03	45,844 - 49,027	67,899 - 75,244	85,382 - 91,511	110,925 - 120,518	135,960 - 143,308
04**	49,028 - 50,498	75,245 - 77,501	91,512 - 94,256	120,519 - 124,134	143,309 - 147,607
05**	50,499 - 52,013	77,502 - 79,826	94,257 - 97,084	124,135 - 127,858	147,608 - 152,035

Locality Area: Phoenix-Mesa, 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.