

2025

Alternative Personnel Management System

Minneapolis-St. Paul, MN-WI

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$67,598					\$101,182					\$133,255					\$187,242					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$54,467				\$80,609				\$114,890				\$159,695																		
	\$63,717				\$95,374				\$125,606				\$176,493				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$54,208				\$83,197				\$101,182				\$133,255				\$158,455															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$43,970			\$66,624			\$80,609			\$114,890																						
	\$51,096			\$78,421			\$95,374			\$125,606			\$149,359																						
ADMINISTRATIVE							\$83,197							\$111,168							\$158,455							\$187,242							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$66,624						\$96,616						\$135,765						\$159,695										
	\$78,421						\$104,786						\$149,359						\$176,493						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$54,208			\$67,598			\$83,197			\$101,182																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$43,970		\$54,467		\$66,624																										
	\$42,694		\$51,096		\$63,717		\$78,421		\$95,374																										
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
27.15	27.62

NIST Locality Increase Differential

$$1.2762 / 1.2715 = 1.0037$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2715** Curr. Yr Rate: **0.2762** Loc. Diff: **1.0037** 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 - 54,132	66,624 - 83,585	96,616 - 120,057	135,765 - 153,866	159,695 - 175,475
02	54,133 - 68,705	83,586 - 96,306	120,058 - 137,638	153,867 - 167,442	175,476 - 187,310
03	68,706 - 78,421	96,307 - 104,786	137,639 - 149,359	167,443 - 176,493	187,311 - 195,200
04**	78,422 - 80,774	104,787 - 107,930	149,360 - 153,840	176,494 - 181,788	195,200 - 195,200***
05**	80,775 - 83,197	107,931 - 111,168	153,841 - 158,455	181,789 - 187,242	195,200 - 195,200****

Locality Area: **Minneapolis-St. Paul, MN-WI**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2715** Curr. Yr Rate: **0.2762** Loc. Diff: **1.0037** 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 - 42,767	43,970 - 52,746	54,467 - 65,113	66,624 - 79,402
02	38,254 - 40,918	42,768 - 47,764	52,747 - 59,329	65,114 - 73,098	79,403 - 88,985
03	40,919 - 42,694	47,765 - 51,096	59,330 - 63,717	73,099 - 78,421	88,986 - 95,374
04**	42,695 - 43,975	51,097 - 52,629	63,718 - 65,629	78,422 - 80,774	95,375 - 98,235
05**	43,976 - 45,294	52,630 - 54,208	65,630 - 67,598	80,775 - 83,197	98,236 - 101,182

Locality Area: **Minneapolis-St. Paul, MN-WI**

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: 0.2715 Curr. Yr Rate: 0.2762 Loc. Diff: 1.0037 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 - 47,597	54,467 - 72,648	80,609 - 100,608	114,890 - 142,269	159,695 - 175,475
02	47,598 - 57,269	72,649 - 86,284	100,609 - 115,607	142,270 - 162,803	175,476 - 187,310
03	57,270 - 63,717	86,285 - 95,374	115,608 - 125,606	162,804 - 176,493	187,311 - 195,200
04**	63,718 - 65,629	95,375 - 98,235	125,607 - 129,374	176,494 - 181,788	195,200 - 195,200***
05**	65,630 - 67,598	98,236 - 101,182	129,375 - 133,255	181,789 - 187,242	195,200 - 195,200****

Locality Area: Minneapolis-St. Paul, MN-WI

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2715 Curr. Yr Rate: 0.2762 Loc. Diff: 1.0037 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 - 41,988	43,970 - 59,282	66,624 - 79,402	80,609 - 100,608	114,890 - 130,210
02	41,989 - 47,453	59,283 - 70,765	79,403 - 88,985	100,609 - 115,607	130,211 - 141,699
03	47,454 - 51,096	70,766 - 78,421	88,986 - 95,374	115,608 - 125,606	141,700 - 149,359
04**	51,097 - 52,629	78,422 - 80,774	95,375 - 98,235	125,607 - 129,374	149,360 - 153,840
05**	52,630 - 54,208	80,775 - 83,197	98,236 - 101,182	129,375 - 133,255	153,841 - 158,455

Locality Area: Minneapolis-St. Paul, MN-WI

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.