

2024

Alternative Personnel Management System

Virginia Beach-Norfolk, VA-NC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$92,350					\$121,615					\$170,901					\$191,900										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,121				\$49,713				\$73,572				\$104,861				\$145,754																		
	\$60,774				\$87,049				\$114,634				\$161,090				\$189,477																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$49,467				\$75,927				\$92,350				\$121,615				\$144,625															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,121			\$40,132			\$60,808			\$73,572			\$104,861																						
	\$46,627			\$71,569			\$87,049			\$114,634			\$136,323																						
ADMINISTRATIVE							\$75,927							\$101,465							\$144,625							\$170,901							\$191,900
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,121						\$60,808						\$88,183						\$123,914						\$145,754										
	\$71,569						\$95,641						\$136,323						\$161,090						\$189,477										
ADMINISTRATIVE SUPPORT			\$44,542			\$49,467			\$61,701			\$75,927			\$92,350																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,121		\$35,499		\$40,132		\$49,713		\$60,808																										
	\$41,985		\$46,627		\$58,159		\$71,569		\$87,049																										
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, \$191,900, Division Chiefs' pay ceiling \$191,900

The GS-15, step 10, biweekly gross maximum pay limitation for 2024 is \$7,263.20

2023 rate	2024 rate
17.94	18.46

NIST Locality Increase Differential
 $1.1846 / 1.1794 = 1.00441$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 14, 2024**

Prev. Yr Rate: **0.1794** Curr. Yr Rate: **0.1846** Loc. Diff: **1.00441** Gen. Inc.: **4.7**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	34,121 - 50,765	60,808 - 76,289	88,183 - 109,579	123,914 - 140,437	145,754 - 165,186
02	50,766 - 63,247	76,290 - 87,900	109,580 - 125,625	140,438 - 152,829	165,187 - 179,761
03	63,248 - 71,569	87,901 - 95,641	125,626 - 136,323	152,830 - 161,090	179,762 - 189,477
04**	71,570 - 73,716	95,642 - 98,510	136,324 - 140,413	161,091 - 165,923	189,478 - 191,900***
05**	73,717 - 75,927	98,511 - 101,465	140,414 - 144,625	165,924 - 170,901	191,900 - 191,900****

Locality Area: **Virginia Beach-Norfolk, VA-NC**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 14, 2024**

Prev. Yr Rate: **0.1794** Curr. Yr Rate: **0.1846** Loc. Diff: **1.00441** Gen. Inc.: **4.7**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	34,121 - 37,616	35,499 - 40,445	40,132 - 48,144	49,713 - 59,427	60,808 - 72,471
02	37,617 - 40,237	40,446 - 44,154	48,145 - 54,153	59,428 - 66,712	72,472 - 81,218
03	40,238 - 41,985	44,155 - 46,627	54,154 - 58,159	66,713 - 71,569	81,219 - 87,049
04**	41,986 - 43,245	46,628 - 48,026	58,160 - 59,904	71,570 - 73,716	87,050 - 89,660
05**	43,246 - 44,542	48,027 - 49,467	59,905 - 61,701	73,717 - 75,927	89,661 - 92,350

Locality Area: **Virginia Beach-Norfolk, VA-NC**

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 14, 2024

Prev. Yr Rate: 0.1794 Curr. Yr Rate: 0.1846 Loc. Diff: 1.00441 Gen. Inc.: 4.7

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	34,121 - 45,967	49,713 - 66,307	73,572 - 91,822	104,861 - 129,852	145,754 - 165,186
02	45,968 - 54,851	66,308 - 78,752	91,823 - 105,509	129,853 - 148,595	165,187 - 179,761
03	54,852 - 60,774	78,753 - 87,049	105,510 - 114,634	148,596 - 161,090	179,762 - 189,477
04**	60,775 - 62,597	87,050 - 89,660	114,635 - 118,073	161,091 - 165,923	189,478 - 191,900***
05**	62,598 - 64,475	89,661 - 92,350	118,074 - 121,615	165,924 - 170,901	191,900 - 191,900****

Locality Area: Virginia Beach-Norfolk, VA-NC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.1794 Curr. Yr Rate: 0.1846 Loc. Diff: 1.00441 Gen. Inc.: 4.7

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	34,121 - 39,679	40,132 - 54,104	60,808 - 72,471	73,572 - 91,822	104,861 - 118,844
02	39,680 - 43,848	54,105 - 64,583	72,472 - 81,218	91,823 - 105,509	118,845 - 129,331
03	43,849 - 46,627	64,584 - 71,569	81,219 - 87,049	105,510 - 114,634	129,332 - 136,323
04**	46,628 - 48,026	71,570 - 73,716	87,050 - 89,660	114,635 - 118,073	136,324 - 140,413
05**	48,027 - 49,467	73,717 - 75,927	89,661 - 92,350	118,074 - 121,615	140,414 - 144,625

Locality Area: Virginia Beach-Norfolk, VA-NC

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.