

2023

Alternative Personnel Management System

Virginia Beach-Norfolk, VA-NC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,590					\$87,900					\$115,649					\$162,506					\$183,500																				
PAY PLAN: ZP	I				II				III				IV				V																												
	\$32,589				\$47,273				\$69,961				\$99,714				\$138,601																												
	\$58,054				\$82,854				\$109,011				\$153,178				\$180,178																												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$47,042					\$72,207					\$87,823					\$115,649					\$137,519																				
PAY PLAN: ZT	I				II				III				IV				V																												
	\$32,589				\$38,162				\$57,824				\$69,961				\$99,714																												
	\$44,342				\$68,062				\$82,782				\$109,011				\$129,625																												
ADMINISTRATIVE									\$72,207									\$96,484									\$137,519									\$162,506									\$183,500
PAY PLAN: ZA	I								II								III								IV								V												
	\$32,589								\$57,824								\$83,854								\$117,831								\$138,601												
	\$68,062								\$90,946								\$129,625								\$153,178								\$180,178												
ADMINISTRATIVE SUPPORT			\$42,541			\$47,042			\$58,668			\$72,207			\$87,823																														
PAY PLAN: ZS	I		II		III		IV		V																																				
	\$32,589		\$33,906		\$38,162		\$47,273		\$57,824																																				
	\$40,099		\$44,342		\$55,300		\$68,062		\$82,782																																				
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, \$183,500, Division Chiefs' pay ceiling \$183,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2023 is \$6,906.40

2022 rate	2023 rate
17.18	17.94

NIST Locality Increase Differential
 $1.1794 / 1.1718 = 1.00649$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 01, 2023**

Prev. Yr Rate: **0.1718** Curr. Yr Rate: **0.1794** Loc. Diff: **1.00649** Gen. Inc.: **4.1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	32,589 - 48,355	57,824 - 72,545	83,854 - 104,197	117,831 - 133,541	138,601 - 157,080
02	48,356 - 60,179	72,546 - 83,586	104,198 - 119,454	133,542 - 145,323	157,081 - 170,939
03	60,180 - 68,062	83,587 - 90,946	119,455 - 129,625	145,324 - 153,178	170,940 - 180,178
04**	68,063 - 70,104	90,947 - 93,674	129,626 - 133,514	153,179 - 157,773	180,179 - 183,500***
05**	70,105 - 72,207	93,675 - 96,484	133,515 - 137,519	157,774 - 162,506	183,500 - 183,500****

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

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 01, 2023**

Prev. Yr Rate: **0.1718** Curr. Yr Rate: **0.1794** Loc. Diff: **1.00649** Gen. Inc.: **4.1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	32,589 - 35,927	33,906 - 38,544	38,162 - 45,779	47,273 - 56,513	57,824 - 68,916
02	35,928 - 38,430	38,545 - 42,023	45,780 - 51,492	56,514 - 63,442	68,917 - 77,236
03	38,431 - 40,099	42,024 - 44,342	51,493 - 55,300	63,443 - 68,062	77,237 - 82,782
04**	40,100 - 41,302	44,343 - 45,672	55,301 - 56,959	68,063 - 70,104	82,783 - 85,265
05**	41,303 - 42,541	45,673 - 47,042	56,960 - 58,668	70,105 - 72,207	85,266 - 87,823

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 01, 2023

Prev. Yr Rate: 0.1718 Curr. Yr Rate: 0.1794 Loc. Diff: 1.00649 Gen. Inc.: 4.1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	32,589 - 43,907	47,273 - 63,087	69,961 - 87,317	99,714 - 123,476	138,601 - 157,080
02	43,908 - 52,395	63,088 - 74,947	87,318 - 100,333	123,477 - 141,297	157,081 - 170,939
03	52,396 - 58,054	74,948 - 82,854	100,334 - 109,011	141,298 - 153,178	170,940 - 180,178
04**	58,055 - 59,796	82,855 - 85,340	109,012 - 112,281	153,179 - 157,773	180,179 - 183,500***
05**	59,797 - 61,590	85,341 - 87,900	112,282 - 115,649	157,774 - 162,506	183,500 - 183,500****

Locality Area: Virginia Beach-Norfolk, VA-NC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 01, 2023

Prev. Yr Rate: 0.1718 Curr. Yr Rate: 0.1794 Loc. Diff: 1.00649 Gen. Inc.: 4.1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	32,589 - 37,813	38,162 - 51,451	57,824 - 68,916	69,961 - 87,317	99,714 - 113,008
02	37,814 - 41,730	51,452 - 61,418	68,917 - 77,236	87,318 - 100,333	113,009 - 122,978
03	41,731 - 44,342	61,419 - 68,062	77,237 - 82,782	100,334 - 109,011	122,979 - 129,625
04**	44,343 - 45,672	68,063 - 70,104	82,783 - 85,265	109,012 - 112,281	129,626 - 133,514
05**	45,673 - 47,042	70,105 - 72,207	85,266 - 87,823	112,282 - 115,649	133,515 - 137,519

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.