

2024

# Alternative Personnel Management System

Richmond, VA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$95,040				\$125,156			\$175,878	\$191,900	
PAY PLAN: ZP	I				II				III			IV		V					
	\$34,121				\$51,161				\$75,715			\$107,915					\$149,999	\$191,900	
	\$60,774				\$89,584				\$117,972			\$165,782							
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,908				\$78,139			\$95,040			\$125,156			\$148,837		
PAY PLAN: ZT	I			II			III		IV		V								
	\$34,121			\$41,301			\$62,579		\$75,715			\$107,915							
	\$47,985			\$73,653			\$89,584		\$117,972			\$140,293							
ADMINISTRATIVE							\$78,139				\$104,420			\$148,837	\$175,878	\$191,900			
PAY PLAN: ZA	I						II			III		IV		V					
	\$34,121						\$62,579			\$90,751			\$127,523		\$149,999				
	\$73,653						\$98,426			\$140,293			\$165,782		\$191,900				
ADMINISTRATIVE SUPPORT	\$44,542	\$50,908	\$63,498	\$78,139	\$95,040														
PAY PLAN: ZS	I	II	III	IV	V														
	\$34,121	\$35,499	\$41,301	\$51,161	\$62,579														
	\$41,985	\$47,985	\$59,853	\$73,653	\$89,584														
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 \$7,356.00

2023 rate	2024 rate
21.38	21.91

NIST Locality Increase Differential  
 $1.2191 / 1.2138 = 1.00437$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.2138**    Curr. Yr Rate: **0.2191**    Loc. Diff: **1.00437**    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 - 51,691	62,579 - 78,511	90,751 - 112,770	127,523 - 144,527	149,999 - 168,622
02	51,692 - 64,868	78,512 - 90,460	112,771 - 129,284	144,528 - 157,280	168,623 - 182,589
03	64,869 - 73,653	90,461 - 98,426	129,285 - 140,293	157,281 - 165,782	182,590 - 191,900
04**	73,654 - 75,863	98,427 - 101,379	140,294 - 144,502	165,783 - 170,755	191,900 - 191,900***
05**	75,864 - 78,139	101,380 - 104,420	144,503 - 148,837	170,756 - 175,878	191,900 - 191,900****

Locality Area: **Richmond, VA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2138**    Curr. Yr Rate: **0.2191**    Loc. Diff: **1.00437**    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 - 41,048	41,301 - 49,546	51,161 - 61,157	62,579 - 74,581
02	37,617 - 40,237	41,049 - 45,210	49,547 - 55,730	61,158 - 68,655	74,582 - 83,583
03	40,238 - 41,985	45,211 - 47,985	55,731 - 59,853	68,656 - 73,653	83,584 - 89,584
04**	41,986 - 43,245	47,986 - 49,425	59,854 - 61,649	73,654 - 75,863	89,585 - 92,272
05**	43,246 - 44,542	49,426 - 50,908	61,650 - 63,498	75,864 - 78,139	92,273 - 95,040

Locality Area: **Richmond, VA**

### 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: 0.2138    Curr. Yr Rate: 0.2191    Loc. Diff: 1.00437    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	51,161 - 68,238	75,715 - 94,496	107,915 - 133,634	149,999 - 168,622
02	45,968 - 54,851	68,239 - 81,046	94,497 - 108,582	133,635 - 152,923	168,623 - 182,589
03	54,852 - 60,774	81,047 - 89,584	108,583 - 117,972	152,924 - 165,782	182,590 - 191,900
04**	60,775 - 62,597	89,585 - 92,272	117,973 - 121,511	165,783 - 170,755	191,900 - 191,900***
05**	62,598 - 64,475	92,273 - 95,040	121,512 - 125,156	170,756 - 175,878	191,900 - 191,900****

Locality Area: Richmond, VA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 14, 2024

Prev. Yr Rate: 0.2138    Curr. Yr Rate: 0.2191    Loc. Diff: 1.00437    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 - 40,283	41,301 - 55,680	62,579 - 74,581	75,715 - 94,496	107,915 - 122,305
02	40,284 - 44,904	55,681 - 66,464	74,582 - 83,583	94,497 - 108,582	122,306 - 133,098
03	44,905 - 47,985	66,465 - 73,653	83,584 - 89,584	108,583 - 117,972	133,099 - 140,293
04**	47,986 - 49,425	73,654 - 75,863	89,585 - 92,272	117,973 - 121,511	140,294 - 144,502
05**	49,426 - 50,908	75,864 - 78,139	92,273 - 95,040	121,512 - 125,156	144,503 - 148,837

Locality Area: Richmond, VA

### 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.