

2023

# Alternative Personnel Management System

Richmond, VA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$61,590					\$90,386					\$119,023					\$167,246					\$183,500				
PAY PLAN: ZP	I				II				III				IV				V												
	\$32,589				\$48,652				\$72,001				\$102,622				\$142,643												
	\$58,054				\$85,197				\$112,190				\$157,646				\$183,500												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$48,414					\$74,312					\$90,386					\$119,023					\$141,530				
PAY PLAN: ZT	I				II				III				IV				V												
	\$32,589				\$39,275				\$59,510				\$72,001				\$102,622												
	\$45,635				\$70,047				\$85,197				\$112,190				\$133,406												
ADMINISTRATIVE									\$74,312					\$99,299					\$141,530					\$167,246					\$183,500
PAY PLAN: ZA	I				II				III				IV				V												
	\$32,589				\$59,510				\$86,300				\$121,268				\$142,643												
	\$70,047				\$93,599				\$133,406				\$157,646				\$183,500												
ADMINISTRATIVE SUPPORT	\$42,541	\$48,414	\$60,379	\$74,312	\$90,386																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$32,589	\$33,906	\$39,275	\$48,652	\$59,510																								
	\$40,099	\$45,635	\$56,913	\$70,047	\$85,197																								
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 \$7,034.40

2022 rate	2023 rate
20.64	21.38

NIST Locality Increase Differential  
 $1.2138 / 1.2064 = 1.00613$

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.2064**    Curr. Yr Rate: **0.2138**    Loc. Diff: **1.00613**    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 - 49,237	59,510 - 74,661	86,300 - 107,236	121,268 - 137,436	142,643 - 160,802
02	49,238 - 61,723	74,662 - 86,024	107,237 - 122,938	137,437 - 149,562	160,803 - 174,421
03	61,724 - 70,047	86,025 - 93,599	122,939 - 133,406	149,563 - 157,646	174,422 - 183,500
04**	70,048 - 72,148	93,600 - 96,407	133,407 - 137,408	157,647 - 162,375	183,500 - 183,500***
05**	72,149 - 74,312	96,408 - 99,299	137,409 - 141,530	162,376 - 167,246	183,500 - 183,500****

Locality Area: **Richmond, VA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2064**    Curr. Yr Rate: **0.2138**    Loc. Diff: **1.00613**    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 - 39,119	39,275 - 47,114	48,652 - 58,161	59,510 - 70,926
02	35,928 - 38,430	39,120 - 43,029	47,115 - 52,993	58,162 - 65,293	70,927 - 79,489
03	38,431 - 40,099	43,030 - 45,635	52,994 - 56,913	65,294 - 70,047	79,490 - 85,197
04**	40,100 - 41,302	45,636 - 47,004	56,914 - 58,620	70,048 - 72,148	85,198 - 87,753
05**	41,303 - 42,541	47,005 - 48,414	58,621 - 60,379	72,149 - 74,312	87,754 - 90,386

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 01, 2023

Prev. Yr Rate: 0.2064    Curr. Yr Rate: 0.2138    Loc. Diff: 1.00613    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	48,652 - 64,894	72,001 - 89,863	102,622 - 127,077	142,643 - 160,802
02	43,908 - 52,395	64,895 - 77,076	89,864 - 103,259	127,078 - 145,418	160,803 - 174,421
03	52,396 - 58,054	77,077 - 85,197	103,260 - 112,190	145,419 - 157,646	174,422 - 183,500
04**	58,055 - 59,796	85,198 - 87,753	112,191 - 115,556	157,647 - 162,375	183,500 - 183,500***
05**	59,797 - 61,590	87,754 - 90,386	115,557 - 119,023	162,376 - 167,246	183,500 - 183,500****

Locality Area: Richmond, VA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 01, 2023

Prev. Yr Rate: 0.2064    Curr. Yr Rate: 0.2138    Loc. Diff: 1.00613    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 - 38,387	39,275 - 52,951	59,510 - 70,926	72,001 - 89,863	102,622 - 116,304
02	38,388 - 42,736	52,952 - 63,209	70,927 - 79,489	89,864 - 103,259	116,305 - 126,565
03	42,737 - 45,635	63,210 - 70,047	79,490 - 85,197	103,260 - 112,190	126,566 - 133,406
04**	45,636 - 47,004	70,048 - 72,148	85,198 - 87,753	112,191 - 115,556	133,407 - 137,408
05**	47,005 - 48,414	72,149 - 74,312	87,754 - 90,386	115,557 - 119,023	137,409 - 141,530

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.