

2025

Alternative Personnel Management System

Richmond, VA

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$96,950					\$127,680					\$179,406					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$52,188				\$77,236				\$110,083				\$153,013																		
	\$61,805				\$91,384				\$120,350				\$169,108				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,940				\$79,716				\$96,950				\$127,680				\$151,824															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$42,130			\$63,836			\$77,236			\$110,083																						
	\$48,958			\$75,140			\$91,384			\$120,350			\$143,109																						
ADMINISTRATIVE							\$79,716							\$106,516							\$151,824							\$179,406							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$63,836						\$92,573						\$130,084						\$153,013										
	\$75,140						\$100,402						\$143,109						\$169,108						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$51,940			\$64,769			\$79,716			\$96,950																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$42,130		\$52,188		\$63,836																										
	\$42,694		\$48,958		\$61,051		\$75,140		\$91,384																										
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
21.91	22.28

NIST Locality Increase Differential

$$1.2228 / 1.2191 = 1.00304$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2191** Curr. Yr Rate: **0.2228** Loc. Diff: **1.00304** 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 - 52,674	63,836 - 80,088	92,573 - 115,033	130,084 - 147,428	153,013 - 171,763
02	52,675 - 66,154	80,089 - 92,276	115,034 - 131,879	147,429 - 160,436	171,764 - 185,825
03	66,155 - 75,140	92,277 - 100,402	131,880 - 143,109	160,437 - 169,108	185,826 - 195,200
04**	75,141 - 77,394	100,403 - 103,414	143,110 - 147,402	169,109 - 174,181	195,200 - 195,200***
05**	77,395 - 79,716	103,415 - 106,516	147,403 - 151,824	174,182 - 179,406	195,200 - 195,200****

Locality Area: **Richmond, VA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2191** Curr. Yr Rate: **0.2228** Loc. Diff: **1.00304** 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 - 41,816	42,130 - 50,539	52,188 - 62,389	63,836 - 76,080
02	38,254 - 40,918	41,817 - 46,101	50,540 - 56,846	62,390 - 70,040	76,081 - 85,262
03	40,919 - 42,694	46,102 - 48,958	56,847 - 61,051	70,041 - 75,140	85,263 - 91,384
04**	42,695 - 43,975	48,959 - 50,427	61,052 - 62,883	75,141 - 77,394	91,385 - 94,126
05**	43,976 - 45,294	50,428 - 51,940	62,884 - 64,769	77,395 - 79,716	94,127 - 96,950

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 12, 2025

Prev. Yr Rate: 0.2191 Curr. Yr Rate: 0.2228 Loc. Diff: 1.00304 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 - 46,747	52,188 - 69,608	77,236 - 96,398	110,083 - 136,316	153,013 - 171,763
02	46,748 - 55,782	69,609 - 82,674	96,399 - 110,769	136,317 - 155,991	171,764 - 185,825
03	55,783 - 61,805	82,675 - 91,384	110,770 - 120,350	155,992 - 169,108	185,826 - 195,200
04**	61,806 - 63,659	91,385 - 94,126	120,351 - 123,961	169,109 - 174,181	195,200 - 195,200***
05**	63,660 - 65,569	94,127 - 96,950	123,962 - 127,680	174,182 - 179,406	195,200 - 195,200****

Locality Area: Richmond, VA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2191 Curr. Yr Rate: 0.2228 Loc. Diff: 1.00304 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 - 41,037	42,130 - 56,801	63,836 - 76,080	77,236 - 96,398	110,083 - 124,761
02	41,038 - 45,790	56,802 - 67,804	76,081 - 85,262	96,399 - 110,769	124,762 - 135,770
03	45,791 - 48,958	67,805 - 75,140	85,263 - 91,384	110,770 - 120,350	135,771 - 143,109
04**	48,959 - 50,427	75,141 - 77,394	91,385 - 94,126	120,351 - 123,961	143,110 - 147,402
05**	50,428 - 51,940	77,395 - 79,716	94,127 - 96,950	123,962 - 127,680	147,403 - 151,824

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.