

2025

Alternative Personnel Management System

Virginia Beach-Norfolk, VA-NC

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$94,189					\$124,046					\$174,302					\$195,200				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,701				\$50,703				\$75,038				\$106,950				\$148,658												
	\$61,805				\$88,783				\$116,925				\$164,296				\$193,254												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$50,462					\$77,447					\$94,189					\$124,046					\$147,503				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,701				\$40,931				\$62,020				\$75,038				\$106,950												
	\$47,565				\$73,001				\$88,783				\$116,925				\$139,036												
ADMINISTRATIVE									\$77,447					\$103,484					\$147,503					\$174,302					\$195,200
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,701				\$62,020				\$89,939				\$126,382				\$148,658												
	\$73,001				\$97,544				\$139,036				\$164,296				\$193,254												
ADMINISTRATIVE SUPPORT	\$45,294	\$50,462	\$62,925	\$77,447	\$94,189																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,701	\$36,103	\$40,931	\$50,703	\$62,020																								
	\$42,694	\$47,565	\$59,313	\$73,001	\$88,783																								
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 \$7,408.00

2024 rate	2025 rate
18.46	18.8

NIST Locality Increase Differential

$$1.188 / 1.1846 = 1.00287$$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.1846** Curr. Yr Rate: **0.188** Loc. Diff: **1.00287** 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 - 51,723	62,020 - 77,808	89,939 - 111,760	126,382 - 143,233	148,658 - 168,478
02	51,724 - 64,490	77,809 - 89,650	111,761 - 128,126	143,234 - 155,871	168,479 - 183,344
03	64,491 - 73,001	89,651 - 97,544	128,127 - 139,036	155,872 - 164,296	183,345 - 193,254
04**	73,002 - 75,191	97,545 - 100,470	139,037 - 143,207	164,297 - 169,225	193,255 - 195,200***
05**	75,192 - 77,447	100,471 - 103,484	143,208 - 147,503	169,226 - 174,302	195,200 - 195,200****

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

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.1846** Curr. Yr Rate: **0.188** Loc. Diff: **1.00287** 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 - 41,197	40,931 - 49,101	50,703 - 60,613	62,020 - 73,915
02	38,254 - 40,918	41,198 - 45,018	49,102 - 55,228	60,614 - 68,046	73,916 - 82,836
03	40,919 - 42,694	45,019 - 47,565	55,229 - 59,313	68,047 - 73,001	82,837 - 88,783
04**	42,695 - 43,975	47,566 - 48,992	59,314 - 61,092	73,002 - 75,191	88,784 - 91,446
05**	43,976 - 45,294	48,993 - 50,462	61,093 - 62,925	75,192 - 77,447	91,447 - 94,189

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 12, 2025

Prev. Yr Rate: 0.1846 Curr. Yr Rate: 0.188 Loc. Diff: 1.00287 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	50,703 - 67,627	75,038 - 93,654	106,950 - 132,437	148,658 - 168,478
02	46,748 - 55,782	67,628 - 80,321	93,655 - 107,617	132,438 - 151,552	168,479 - 183,344
03	55,783 - 61,805	80,322 - 88,783	107,618 - 116,925	151,553 - 164,296	183,345 - 193,254
04**	61,806 - 63,659	88,784 - 91,446	116,926 - 120,433	164,297 - 169,225	193,255 - 195,200***
05**	63,660 - 65,569	91,447 - 94,189	120,434 - 124,046	169,226 - 174,302	195,200 - 195,200****

Locality Area: Virginia Beach-Norfolk, VA-NC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.1846 Curr. Yr Rate: 0.188 Loc. Diff: 1.00287 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 - 40,418	40,931 - 55,184	62,020 - 73,915	75,038 - 93,654	106,950 - 121,210
02	40,419 - 44,706	55,185 - 65,874	73,916 - 82,836	93,655 - 107,617	121,211 - 131,906
03	44,707 - 47,565	65,875 - 73,001	82,837 - 88,783	107,618 - 116,925	131,907 - 139,036
04**	47,566 - 48,992	73,002 - 75,191	88,784 - 91,446	116,926 - 120,433	139,037 - 143,207
05**	48,993 - 50,462	75,192 - 77,447	91,447 - 94,189	120,434 - 124,046	143,208 - 147,503

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.