

2022

Alternative Personnel Management System

Virginia Beach-Norfolk, VA-NC

CAREER PATH

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|----------|----------|----------|----------|----------|---|---|---|-----------|----------|----|----|-----------|----------|-----------|--|-----------|--|-----------|-----------|--|--|--|-----------|-----------|--|--|--|-----------|
| SCIENTIFIC AND ENGINEERING | | | | | \$59,158 | | | | | \$84,442 | | | | | \$110,382 | | | | | \$155,102 | | | | | \$176,300 | | | | |
| PAY PLAN: ZP | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | |
| | \$31,305 | | | | \$45,118 | | | | \$66,773 | | | | \$95,169 | | | | \$132,285 | | | | | | | | | | | | |
| | \$55,762 | | | | \$79,595 | | | | \$104,046 | | | | \$146,198 | | | | \$171,970 | | | | | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN | | | | | \$44,899 | | | | | \$68,909 | | | | | \$83,820 | | | | | \$110,382 | | | | | \$131,252 | | | | |
| PAY PLAN: ZT | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | |
| | \$31,305 | | | | \$36,423 | | | | \$55,188 | | | | \$66,773 | | | | \$95,169 | | | | | | | | | | | | |
| | \$42,321 | | | | \$64,953 | | | | \$79,009 | | | | \$104,046 | | | | \$123,717 | | | | | | | | | | | | |
| ADMINISTRATIVE | | | | | | | | | \$68,909 | | | | | \$92,086 | | | | | \$131,252 | | | | | \$155,102 | | | | | \$176,300 |
| PAY PLAN: ZA | I | | | | II | | | | III | | | | IV | | | | V | | | | | | | | | | | | |
| | \$31,305 | | | | \$55,188 | | | | \$80,033 | | | | \$112,461 | | | | \$132,285 | | | | | | | | | | | | |
| | \$64,953 | | | | \$86,800 | | | | \$123,717 | | | | \$146,198 | | | | \$171,970 | | | | | | | | | | | | |
| ADMINISTRATIVE SUPPORT | \$40,865 | \$44,899 | \$55,997 | \$68,909 | \$83,820 | | | | | | | | | | | | | | | | | | | | | | | | |
| PAY PLAN: ZS | I | II | III | IV | V | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$31,305 | \$32,570 | \$36,423 | \$45,118 | \$55,188 | | | | | | | | | | | | | | | | | | | | | | | | |
| | \$38,519 | \$42,321 | \$52,783 | \$64,953 | \$79,009 | | | | | | | | | | | | | | | | | | | | | | | | |
| 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, \$176,300, Division Chiefs' pay ceiling \$176,300

The GS-15, step 10, biweekly gross maximum pay limitation for 2022 is \$6,592.00

| | |
|-----------|-----------|
| 2021 rate | 2022 rate |
| 16.51 | 17.18 |

NIST Locality Increase Differential
 $1.1718 / 1.1651 = 1.00575$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 30, 2022**

Prev. Yr Rate: **0.1651** Curr. Yr Rate: **0.1718** Loc. Diff: **1.00575** Gen. Inc.: **2.2**

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-------------------|-------------------|-----------------------|
| GS Range | 1-8 | 9-11 | 12-13 | 14-14 | 15-15 |
| Interval | | | | | |
| 01 | 31,305 - 46,260 | 55,188 - 69,238 | 80,033 - 99,448 | 112,461 - 127,455 | 132,285 - 149,923 |
| 02 | 46,261 - 57,476 | 69,239 - 79,775 | 99,449 - 114,009 | 127,456 - 138,701 | 149,924 - 163,151 |
| 03 | 57,477 - 64,953 | 79,776 - 86,800 | 114,010 - 123,717 | 138,702 - 146,198 | 163,152 - 171,970 |
| 04** | 64,954 - 66,902 | 86,801 - 89,404 | 123,718 - 127,429 | 146,199 - 150,584 | 171,971 - 176,300*** |
| 05** | 66,903 - 68,909 | 89,405 - 92,086 | 127,430 - 131,252 | 150,585 - 155,102 | 176,300 - 176,300**** |

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

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 30, 2022**

Prev. Yr Rate: **0.1651** Curr. Yr Rate: **0.1718** Loc. Diff: **1.00575** Gen. Inc.: **2.2**

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-----------------|-----------------|
| GS Range | 1-2 | 3-4 | 5-6 | 7-8 | 9-10 |
| Interval | | | | | |
| 01 | 31,305 - 34,511 | 32,570 - 36,904 | 36,423 - 43,694 | 45,118 - 53,934 | 55,188 - 65,775 |
| 02 | 34,512 - 36,916 | 36,905 - 40,154 | 43,695 - 49,147 | 53,935 - 60,545 | 65,776 - 73,715 |
| 03 | 36,917 - 38,519 | 40,155 - 42,321 | 49,148 - 52,783 | 60,546 - 64,953 | 73,716 - 79,009 |
| 04** | 38,520 - 39,675 | 42,322 - 43,591 | 52,784 - 54,366 | 64,954 - 66,902 | 79,010 - 81,379 |
| 05** | 39,676 - 40,865 | 43,592 - 44,899 | 54,367 - 55,997 | 66,903 - 68,909 | 81,380 - 83,820 |

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 30, 2022

Prev. Yr Rate: 0.1651 Curr. Yr Rate: 0.1718 Loc. Diff: 1.00575 Gen. Inc.: 2.2

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-------------------|-------------------|-----------------------|
| GS Range | 1-6 | 7-10 | 11-12 | 13-14 | 15-15 |
| Interval | | | | | |
| 01 | 31,305 - 42,175 | 45,118 - 60,441 | 66,773 - 83,339 | 95,169 - 117,849 | 132,285 - 149,923 |
| 02 | 42,176 - 50,327 | 60,442 - 71,933 | 83,340 - 95,763 | 117,850 - 134,858 | 149,924 - 163,151 |
| 03 | 50,328 - 55,762 | 71,934 - 79,595 | 95,764 - 104,046 | 134,859 - 146,198 | 163,152 - 171,970 |
| 04** | 55,763 - 57,435 | 79,596 - 81,983 | 104,047 - 107,167 | 146,199 - 150,584 | 171,971 - 176,300*** |
| 05** | 57,436 - 59,158 | 81,984 - 84,442 | 107,168 - 110,382 | 150,585 - 155,102 | 176,300 - 176,300**** |

Locality Area: Virginia Beach-Norfolk, VA-NC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 30, 2022

Prev. Yr Rate: 0.1651 Curr. Yr Rate: 0.1718 Loc. Diff: 1.00575 Gen. Inc.: 2.2

| Band | I | II | III | IV | V |
|----------|-----------------|-----------------|-----------------|-------------------|-------------------|
| GS Range | 1-4 | 5-8 | 9-10 | 11-12 | 13-13 |
| Interval | | | | | |
| 01 | 31,305 - 36,201 | 36,423 - 49,103 | 55,188 - 65,775 | 66,773 - 83,339 | 95,169 - 107,857 |
| 02 | 36,202 - 39,873 | 49,104 - 58,613 | 65,776 - 73,715 | 83,340 - 95,763 | 107,858 - 117,373 |
| 03 | 39,874 - 42,321 | 58,614 - 64,953 | 73,716 - 79,009 | 95,764 - 104,046 | 117,374 - 123,717 |
| 04** | 42,322 - 43,591 | 64,954 - 66,902 | 79,010 - 81,379 | 104,047 - 107,167 | 123,718 - 127,429 |
| 05** | 43,592 - 44,899 | 66,903 - 68,909 | 81,380 - 83,820 | 107,168 - 110,382 | 127,430 - 131,252 |

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.