

2026 Alternative Personnel Management System

Palm Bay-Melbourne-Titusville, FL

CAREER PATH																								
SCIENTIFIC AND ENGINEERING						\$66,232						\$94,541			\$124,366			\$174,761			\$197,200			
	I					II					III		IV			V								
	\$35,048					\$50,835					\$75,233		\$107,228			\$149,045								
PAY PLAN: ZP	\$62,430					\$89,114					\$117,227		\$164,729			\$193,760								
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,591					\$77,641			\$94,432			\$124,366			\$147,887						
	I			II				III		IV			V											
	\$35,048			\$41,038				\$62,181		\$75,233			\$107,228											
PAY PLAN: ZT	\$47,686			\$73,184				\$89,012		\$117,227			\$139,398											
ADMINISTRATIVE								\$77,641				\$103,765			\$147,887			\$174,761			\$197,200			
PAY PLAN: ZA	I							II			III			IV			V							
	\$35,048							\$62,181			\$90,173			\$126,711			\$149,045							
	\$73,184							\$97,809			\$139,398			\$164,729			\$193,760							
ADMINISTRATIVE SUPPORT		\$45,746			\$50,591			\$63,092			\$77,641			\$94,432										
PAY PLAN: ZS	I		II		III		IV		V															
	\$35,048		\$36,464		\$41,038		\$50,835		\$62,181															
	\$43,120		\$47,686		\$59,470		\$73,184		\$89,012															
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, \$197,200 , Division Chiefs' pay ceiling \$197,200
The GS-15, step 10, biweekly gross maximum pay limitation for 2026 is \$7,427.20

2025 rate

17.93

2026 rate

17.93

NIST Locality Increase Differential

1.1793 / 1.1793 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 11, 2026**

Prev. Yr Rate: **0.1793** Curr. Yr Rate: **0.1793** Loc. Diff: **1** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	35,048 - 51,997	62,181 - 78,016	90,173 - 112,051	126,711 - 143,608	149,045 - 168,918
02	51,998 - 64,709	78,017 - 89,892	112,052 - 128,459	143,609 - 156,281	168,919 - 183,823
03	64,710 - 73,184	89,893 - 97,809	128,460 - 139,398	156,282 - 164,729	183,824 - 193,760
04**	73,185 - 75,380	97,810 - 100,743	139,399 - 143,580	164,730 - 169,671	193,761 - 197,200***
05**	75,381 - 77,641	100,744 - 103,765	143,581 - 147,887	169,672 - 174,761	197,200 - 197,200****

Locality Area: **Palm Bay-Melbourne-Titusville, FL**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 11, 2026**

Prev. Yr Rate: **0.1793** Curr. Yr Rate: **0.1793** Loc. Diff: **1** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	35,048 - 38,636	36,464 - 41,452	41,038 - 49,230	50,835 - 60,768	62,181 - 74,106
02	38,637 - 41,326	41,453 - 45,192	49,231 - 55,374	60,769 - 68,218	74,107 - 83,050
03	41,327 - 43,120	45,193 - 47,686	55,375 - 59,470	68,219 - 73,184	83,051 - 89,012
04**	43,121 - 44,414	47,687 - 49,117	59,471 - 61,254	73,185 - 75,380	89,013 - 91,682
05**	44,415 - 45,746	49,118 - 50,591	61,255 - 63,092	75,381 - 77,641	91,683 - 94,432

Locality Area: **Palm Bay-Melbourne-Titusville, FL**

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 11, 2026

Prev. Yr Rate: 0.1793 Curr. Yr Rate: 0.1793 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	35,048 - 47,218	50,835 - 67,848	75,233 - 93,897	107,228 - 132,784	149,045 - 168,918
02	47,219 - 56,345	67,849 - 80,608	93,898 - 107,895	132,785 - 151,951	168,919 - 183,823
03	56,346 - 62,430	80,609 - 89,114	107,896 - 117,227	151,952 - 164,729	183,824 - 193,760
04**	62,431 - 64,303	89,115 - 91,787	117,228 - 120,744	164,730 - 169,671	193,761 - 197,200***
05**	64,304 - 66,232	91,788 - 94,541	120,745 - 124,366	169,672 - 174,761	197,200 - 197,200****

Locality Area: Palm Bay-Melbourne-Titusville, FL

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.1793 Curr. Yr Rate: 0.1793 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	35,048 - 40,665	41,038 - 55,325	62,181 - 74,106	75,233 - 93,897	107,228 - 121,526
02	40,666 - 44,878	55,326 - 66,040	74,107 - 83,050	93,898 - 107,895	121,527 - 132,249
03	44,879 - 47,686	66,041 - 73,184	83,051 - 89,012	107,896 - 117,227	132,250 - 139,398
04**	47,687 - 49,117	73,185 - 75,380	89,013 - 91,682	117,228 - 120,744	139,399 - 143,580
05**	49,118 - 50,591	75,381 - 77,641	91,683 - 94,432	120,745 - 124,366	143,581 - 147,887

Locality Area: Palm Bay-Melbourne-Titusville, FL

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.