

2026

Alternative Personnel Management System

Palm Bay-Melbourne-Titusville, FL

CAREER PATH

| SCIENTIFIC AND ENGINEERING PAY PLAN: ZP | I | | | | | II | | | | | III | | | | | IV | | | | | V | | | | |
|--|----------|---|----------|---|----------|----------|----------|----------|----------|----------|-----------|----|-----------|----|-----|-----------|-----------|--|-----------|-----------|---|-----------|-----------|-----------|--|
| | \$66,232 | | | | | \$94,541 | | | | | \$124,366 | | | | | \$174,761 | | | | \$197,200 | | | | | |
| | \$35,048 | | | | | \$50,835 | | | | | \$75,233 | | | | | \$107,228 | | | | \$149,045 | | | | | |
| | \$62,430 | | | | | \$89,114 | | | | | \$117,227 | | | | | \$164,729 | | | | \$193,760 | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT | \$50,591 | | I | | | | | \$77,641 | | \$94,432 | | II | | | | | \$124,366 | | \$147,887 | | V | | | | |
| | \$35,048 | | | | | \$41,038 | | | | | \$62,181 | | | | | \$75,233 | | | | \$107,228 | | | | | |
| | \$47,686 | | | | | \$73,184 | | | | | \$89,012 | | | | | \$117,227 | | | | \$139,398 | | | | | |
| ADMINISTRATIVE PAY PLAN: ZA | I | | | | | \$77,641 | | II | | | | | \$103,765 | | III | | | | | \$147,887 | | \$174,761 | | \$197,200 | |
| | \$35,048 | | | | | | | | | | \$62,181 | | | | | \$90,173 | | | | \$126,711 | | | \$149,045 | | |
| | \$73,184 | | | | | | | | | | \$97,809 | | | | | \$139,398 | | | | \$164,729 | | | \$193,760 | | |
| ADMINISTRATIVE SUPPORT PAY PLAN: ZS | \$45,746 | | \$50,591 | | \$63,092 | | \$77,641 | | \$94,432 | | 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

2026 rate

NIST Locality Increase Differential

17.93

17.93

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 |
| 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 |
| 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 |
| 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 |
| 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.