

2026

Alternative Personnel Management System

Richmond, VA

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
\$35,048	\$66,232	\$52,710	\$97,917	\$128,954	\$181,208	\$197,200																
\$62,430		\$92,296					\$78,009	\$111,183	\$154,542													
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$52,456		\$80,504	\$97,917			\$128,954		\$153,342												
ADMINISTRATIVE PAY PLAN: ZA							\$80,504				\$107,594											\$197,200
ADMINISTRATIVE SUPPORT PAY PLAN: ZS		\$45,746		\$52,456		\$65,418		\$80,504		\$97,917												
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 \$7,559.20

2025 rate	2026 rate	NIST Locality Increase Differential
22.28	22.28	1.2228 / 1.2228 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2228 Curr. Yr Rate: 0.2228 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 - 53,197	64,475 - 80,894	93,499 - 116,184	131,385 - 148,905	154,542 - 173,501
02	53,198 - 66,809	80,895 - 93,208	116,185 - 133,198	148,906 - 162,046	173,502 - 187,720
03	66,810 - 75,883	93,209 - 101,417	133,199 - 144,540	162,047 - 170,806	187,721 - 197,200
04**	75,884 - 78,159	101,418 - 104,460	144,541 - 148,876	170,807 - 175,930	197,200 - 197,200***
05**	78,160 - 80,504	104,461 - 107,594	148,877 - 153,342	175,931 - 181,208	197,200 - 197,200****

Locality Area: Richmond, VA

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2228 Curr. Yr Rate: 0.2228 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 - 42,233	42,552 - 51,046	52,710 - 63,009	64,475 - 76,840
02	38,637 - 41,326	42,234 - 46,560	51,047 - 57,416	63,010 - 70,733	76,841 - 86,114
03	41,327 - 43,120	46,561 - 49,445	57,417 - 61,663	70,734 - 75,883	86,115 - 92,296
04**	43,121 - 44,414	49,446 - 50,928	61,664 - 63,513	75,884 - 78,159	92,297 - 95,065
05**	44,415 - 45,746	50,929 - 52,456	63,514 - 65,418	78,160 - 80,504	95,066 - 97,917

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 11, 2026

Prev. Yr Rate: 0.2228 Curr. Yr Rate: 0.2228 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	52,710 - 70,304	78,009 - 97,361	111,183 - 137,682	154,542 - 173,501
02	47,219 - 56,345	70,305 - 83,499	97,362 - 111,875	137,683 - 157,556	173,502 - 187,720
03	56,346 - 62,430	83,500 - 92,296	111,876 - 121,551	157,557 - 170,806	187,721 - 197,200
04**	62,431 - 64,303	92,297 - 95,065	121,552 - 125,198	170,807 - 175,930	197,200 - 197,200***
05**	64,304 - 66,232	95,066 - 97,917	125,199 - 128,954	175,931 - 181,208	197,200 - 197,200****

Locality Area: Richmond, VA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2228 Curr. Yr Rate: 0.2228 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 - 41,447	42,552 - 57,366	64,475 - 76,840	78,009 - 97,361	111,183 - 126,008
02	41,448 - 46,246	57,367 - 68,476	76,841 - 86,114	97,362 - 111,875	126,009 - 137,127
03	46,247 - 49,445	68,477 - 75,883	86,115 - 92,296	111,876 - 121,551	137,128 - 144,540
04**	49,446 - 50,928	75,884 - 78,159	92,297 - 95,065	121,552 - 125,198	144,541 - 148,876
05**	50,929 - 52,456	78,160 - 80,504	95,066 - 97,917	125,199 - 128,954	148,877 - 153,342

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.