

2026

Alternative Personnel Management System

Virginia Beach-Norfolk, VA-NC

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					\$66,232	II					\$95,130	III					\$125,284	IV					\$176,051	V					\$197,200
	\$35,048	\$62,430	\$51,210	\$89,669	\$75,788	\$118,092	\$108,019	\$165,945	\$150,144	\$195,190																				
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	I					\$50,963	II					\$78,214	III					\$95,130	IV					\$125,284	V					
	\$35,048	\$48,038	\$41,341	\$73,724	\$62,640	\$89,669	\$75,788	\$118,092	\$108,019	\$140,426																				
ADMINISTRATIVE PAY PLAN: ZA	I					\$78,214	II					\$104,531	III					\$148,978	IV					\$176,051	V					\$197,200
	\$35,048	\$73,724	\$62,640	\$98,530	\$90,838	\$140,426	\$127,646	\$165,945	\$150,144	\$195,190																				
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	I		II		III		IV		V		\$45,746	\$50,963	\$63,556	\$78,214	\$95,130															
	\$35,048	\$43,120	\$36,464	\$48,038	\$41,341	\$59,908	\$51,210	\$73,724	\$62,640	\$89,669																				
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 \$7,482.40

2025 rate	2026 rate	NIST Locality Increase Differential		
18.8	18.8	1.188	/	1.188 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.188 Curr. Yr Rate: 0.188 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 - 52,237	62,640 - 78,591	90,838 - 112,877	127,646 - 144,668	150,144 - 170,164
02	52,238 - 65,129	78,592 - 90,554	112,878 - 129,406	144,669 - 157,434	170,165 - 185,180
03	65,130 - 73,724	90,555 - 98,530	129,407 - 140,426	157,435 - 165,945	185,181 - 195,190
04**	73,725 - 75,936	98,531 - 101,486	140,427 - 144,639	165,946 - 170,923	195,191 - 197,200***
05**	75,937 - 78,214	101,487 - 104,531	144,640 - 148,978	170,924 - 176,051	197,200 - 197,200****

Locality Area: Virginia Beach-Norfolk, VA-NC

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.188 Curr. Yr Rate: 0.188 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 - 41,608	41,341 - 49,593	51,210 - 61,216	62,640 - 74,653
02	38,637 - 41,326	41,609 - 45,466	49,594 - 55,782	61,217 - 68,721	74,654 - 83,663
03	41,327 - 43,120	45,467 - 48,038	55,783 - 59,908	68,722 - 73,724	83,664 - 89,669
04**	43,121 - 44,414	48,039 - 49,479	59,909 - 61,705	73,725 - 75,936	89,670 - 92,359
05**	44,415 - 45,746	49,480 - 50,963	61,706 - 63,556	75,937 - 78,214	92,360 - 95,130

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 11, 2026

Prev. Yr Rate: 0.188 Curr. Yr Rate: 0.188 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	51,210 - 68,303	75,788 - 94,590	108,019 - 133,764	150,144 - 170,164
02	47,219 - 56,345	68,304 - 81,123	94,591 - 108,691	133,765 - 153,073	170,165 - 185,180
03	56,346 - 62,430	81,124 - 89,669	108,692 - 118,092	153,074 - 165,945	185,181 - 195,190
04**	62,431 - 64,303	89,670 - 92,359	118,093 - 121,635	165,946 - 170,923	195,191 - 197,200***
05**	64,304 - 66,232	92,360 - 95,130	121,636 - 125,284	170,924 - 176,051	197,200 - 197,200****

Locality Area: Virginia Beach-Norfolk, VA-NC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.188 Curr. Yr Rate: 0.188 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 - 40,821	41,341 - 55,733	62,640 - 74,653	75,788 - 94,590	108,019 - 122,422
02	40,822 - 45,151	55,734 - 66,528	74,654 - 83,663	94,591 - 108,691	122,423 - 133,224
03	45,152 - 48,038	66,529 - 73,724	83,664 - 89,669	108,692 - 118,092	133,225 - 140,426
04**	48,039 - 49,479	73,725 - 75,936	89,670 - 92,359	118,093 - 121,635	140,427 - 144,639
05**	49,480 - 50,963	75,937 - 78,214	92,360 - 95,130	121,636 - 125,284	144,640 - 148,978

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.