

# 2026 Alternative Personnel Management System

Albuquerque-Santa Fe-Las Vegas, NM

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
\$35,048	\$66,232	\$51,007	\$94,753	\$124,789	\$175,354	\$197,200																
\$62,430		\$89,314					\$75,489	\$107,592	\$149,550													
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$50,761		\$77,904	\$94,753	\$124,789		\$148,389														
ADMINISTRATIVE PAY PLAN: ZA				\$77,904			\$104,118		\$148,389	\$175,354	\$197,200											
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746	\$50,761	\$63,305	\$77,904	\$94,753																	
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 \$7,452.80

2025 rate	2026 rate	NIST Locality Increase Differential
18.33	18.33	1.1833 / 1.1833 = 1

# NIST Pay Tables

---

## ADMINISTRATIVE

Pay Plan: ZA    Effective: January 11, 2026

Prev. Yr Rate: 0.1833    Curr. Yr Rate: 0.1833    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 - 52,108	62,392 - 78,280	90,479 - 112,431	127,141 - 144,095	149,550 - 169,491
02	52,109 - 64,902	78,281 - 90,197	112,432 - 128,895	144,096 - 156,811	169,492 - 184,447
03	64,903 - 73,432	90,198 - 98,141	128,896 - 139,871	156,812 - 165,288	184,448 - 194,417
04**	73,433 - 75,635	98,142 - 101,085	139,872 - 144,067	165,289 - 170,247	194,418 - 197,200***
05**	75,636 - 77,904	101,086 - 104,118	144,068 - 148,389	170,248 - 175,354	197,200 - 197,200****

Locality Area: Albuquerque-Santa Fe-Las Vegas, NM

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS    Effective: January 11, 2026

Prev. Yr Rate: 0.1833    Curr. Yr Rate: 0.1833    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 - 41,524	41,178 - 49,397	51,007 - 60,974	62,392 - 74,357
02	38,637 - 41,326	41,525 - 45,318	49,398 - 55,561	60,975 - 68,449	74,358 - 83,331
03	41,327 - 43,120	45,319 - 47,848	55,562 - 59,671	68,450 - 73,432	83,332 - 89,314
04**	43,121 - 44,414	47,849 - 49,283	59,672 - 61,461	73,433 - 75,635	89,315 - 91,993
05**	44,415 - 45,746	49,284 - 50,761	61,462 - 63,305	75,636 - 77,904	91,994 - 94,753

Locality Area: Albuquerque-Santa Fe-Las Vegas, NM

### 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: 0.1833    Curr. Yr Rate: 0.1833    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	51,007 - 68,032	75,489 - 94,216	107,592 - 133,235	149,550 - 169,491
02	47,219 - 56,345	68,033 - 80,801	94,217 - 108,261	133,236 - 152,467	169,492 - 184,447
03	56,346 - 62,430	80,802 - 89,314	108,262 - 117,625	152,468 - 165,288	184,448 - 194,417
04**	62,431 - 64,303	89,315 - 91,993	117,626 - 121,154	165,289 - 170,247	194,418 - 197,200***
05**	64,304 - 66,232	91,994 - 94,753	121,155 - 124,789	170,248 - 175,354	197,200 - 197,200****

Locality Area: Albuquerque-Santa Fe-Las Vegas, NM

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 11, 2026

Prev. Yr Rate: 0.1833    Curr. Yr Rate: 0.1833    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 - 40,737	41,178 - 55,513	62,392 - 74,357	75,489 - 94,216	107,592 - 121,938
02	40,738 - 45,004	55,514 - 66,264	74,358 - 83,331	94,217 - 108,261	121,939 - 132,698
03	45,005 - 47,848	66,265 - 73,432	83,332 - 89,314	108,262 - 117,625	132,699 - 139,871
04**	47,849 - 49,283	73,433 - 75,635	89,315 - 91,993	117,626 - 121,154	139,872 - 144,067
05**	49,284 - 50,761	75,636 - 77,904	91,994 - 94,753	121,155 - 124,789	144,068 - 148,389

Locality Area: Albuquerque-Santa Fe-Las Vegas, NM

### 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.