

2026 Alternative Personnel Management System

Atlanta-Athens-Clarke County-Sandy Springs, GA-AL

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V								
	\$66,232		\$99,125			\$130,546		\$183,445			\$197,200			\$197,200			\$183,445			\$197,200			\$156,451						
	\$35,048					\$53,361					\$78,972					\$112,556													
	\$62,430					\$93,435					\$123,052					\$172,915													
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$53,105		\$81,499			\$99,125		\$130,546			\$155,236			\$197,200			\$156,451			\$197,200			\$156,451						
	\$35,048					\$43,078					\$65,271					\$78,972													
	\$50,056					\$76,820					\$93,435					\$123,052													
ADMINISTRATIVE PAY PLAN: ZA	I					\$81,499					\$108,921					\$155,236					\$183,445					\$197,200			
	\$35,048										\$65,271					\$94,654					\$133,007								
	\$76,820										\$102,669					\$146,325					\$172,915								
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$53,105		\$66,227		\$81,499		\$99,125		\$197,200			\$156,451			\$197,200			\$156,451			\$197,200			\$197,200			
	\$35,048					\$36,464					\$43,078					\$53,361					\$65,271								
	\$43,120					\$50,056					\$62,425					\$76,820					\$93,435								
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
23.79	23.79	1.2379 / 1.2379 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2379 Curr. Yr Rate: 0.2379 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 - 53,613	65,271 - 81,892	94,654 - 117,619	133,007 - 150,744	156,451 - 174,562
02	53,614 - 67,537	81,893 - 94,358	117,620 - 134,843	150,745 - 164,047	174,563 - 188,145
03	67,538 - 76,820	94,359 - 102,669	134,844 - 146,325	164,048 - 172,915	188,146 - 197,200
04**	76,821 - 79,125	102,670 - 105,749	146,326 - 150,715	172,916 - 178,102	197,200 - 197,200***
05**	79,126 - 81,499	105,750 - 108,921	150,716 - 155,236	178,103 - 183,445	197,200 - 197,200****

Locality Area: Atlanta-Athens-Clarke County-Sandy Springs, GA-AL

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2379 Curr. Yr Rate: 0.2379 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 - 42,505	43,078 - 51,677	53,361 - 63,787	65,271 - 77,788
02	38,637 - 41,326	42,506 - 47,036	51,678 - 58,126	63,788 - 71,607	77,789 - 87,176
03	41,327 - 43,120	47,037 - 50,056	58,127 - 62,425	71,608 - 76,820	87,177 - 93,435
04**	43,121 - 44,414	50,057 - 51,558	62,426 - 64,298	76,821 - 79,125	93,436 - 96,238
05**	44,415 - 45,746	51,559 - 53,105	64,299 - 66,227	79,126 - 81,499	96,239 - 99,125

Locality Area: Atlanta-Athens-Clarke County-Sandy Springs, GA-AL

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: 0.2379 Curr. Yr Rate: 0.2379 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	53,361 - 71,172	78,972 - 98,563	112,556 - 139,382	156,451 - 174,562
02	47,219 - 56,345	71,173 - 84,530	98,564 - 113,256	139,383 - 159,502	174,563 - 188,145
03	56,346 - 62,430	84,531 - 93,435	113,257 - 123,052	159,503 - 172,915	188,146 - 197,200
04**	62,431 - 64,303	93,436 - 96,238	123,053 - 126,744	172,916 - 178,102	197,200 - 197,200***
05**	64,304 - 66,232	96,239 - 99,125	126,745 - 130,546	178,103 - 183,445	197,200 - 197,200****

Locality Area: Atlanta-Athens-Clarke County-Sandy Springs, GA-AL

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2379 Curr. Yr Rate: 0.2379 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 - 41,718	43,078 - 58,074	65,271 - 77,788	78,972 - 98,563	112,556 - 127,564
02	41,719 - 46,721	58,075 - 69,322	77,789 - 87,176	98,564 - 113,256	127,565 - 138,821
03	46,722 - 50,056	69,323 - 76,820	87,177 - 93,435	113,257 - 123,052	138,822 - 146,325
04**	50,057 - 51,558	76,821 - 79,125	93,436 - 96,238	123,053 - 126,744	146,326 - 150,715
05**	51,559 - 53,105	79,126 - 81,499	96,239 - 99,125	126,745 - 130,546	150,716 - 155,236

Locality Area: Atlanta-Athens-Clarke County-Sandy Springs, GA-AL

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.