

# 2026 Alternative Personnel Management System

Austin-Round Rock-Georgetown, TX

CAREER PATH																					
SCIENTIFIC AND ENGINEERING						\$66,232						\$96,371			\$126,919			\$178,348			\$197,200
	I					II					III		IV			V					
	\$35,048					\$51,878					\$76,777		\$109,428			\$152,103					
PAY PLAN: ZP	\$62,430					\$90,839					\$119,633		\$168,110			\$197,200					
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,629				\$79,235				\$96,371			\$126,919			\$150,923			
	I			II			III			IV		V									
	\$35,048			\$41,881			\$63,457			\$76,777		\$109,428									
PAY PLAN: ZT	\$48,665			\$74,686			\$90,839			\$119,633		\$142,259									
ADMINISTRATIVE							\$79,235					\$105,894			\$150,923			\$178,348			\$197,200
PAY PLAN: ZA	I						II				III			IV			V				
	\$35,048						\$63,457				\$92,023			\$129,311			\$152,103				
	\$74,686						\$99,816				\$142,259			\$168,110			\$197,200				
ADMINISTRATIVE SUPPORT		\$45,746		\$51,629		\$64,386		\$79,235		\$96,371											
PAY PLAN: ZS	I		II		III		IV		V												
	\$35,048		\$36,464		\$41,881		\$51,878		\$63,457												
	\$43,120		\$48,665		\$60,690		\$74,686		\$90,839												
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

20.35

2026    rate

20.35

NIST Locality Increase Differential

1.2035    /    1.2035    =    1

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2035 Curr. Yr Rate: 0.2035 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	35,048 - 52,665	63,457 - 79,617	92,023 - 114,350	129,311 - 146,555	152,103 - 172,146
02	52,666 - 65,878	79,618 - 91,736	114,351 - 131,095	146,556 - 159,488	172,147 - 187,178
03	65,879 - 74,686	91,737 - 99,816	131,096 - 142,259	159,489 - 168,110	187,179 - 197,200
04**	74,687 - 76,927	99,817 - 102,810	142,260 - 146,527	168,111 - 173,153	197,200 - 197,200***
05**	76,928 - 79,235	102,811 - 105,894	146,528 - 150,923	173,154 - 178,348	197,200 - 197,200****

Locality Area: Austin-Round Rock-Georgetown, TX

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2035 Curr. Yr Rate: 0.2035 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	35,048 - 38,636	36,464 - 41,887	41,881 - 50,241	51,878 - 62,015	63,457 - 75,627
02	38,637 - 41,326	41,888 - 45,954	50,242 - 56,510	62,016 - 69,618	75,628 - 84,754
03	41,327 - 43,120	45,955 - 48,665	56,511 - 60,690	69,619 - 74,686	84,755 - 90,839
04**	43,121 - 44,414	48,666 - 50,125	60,691 - 62,511	74,687 - 76,927	90,840 - 93,564
05**	44,415 - 45,746	50,126 - 51,629	62,512 - 64,386	76,928 - 79,235	93,565 - 96,371

Locality Area: Austin-Round Rock-Georgetown, TX

### 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: 0.2035 Curr. Yr Rate: 0.2035 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	35,048 - 47,218	51,878 - 69,194	76,777 - 95,824	109,428 - 135,509	152,103 - 172,146
02	47,219 - 56,345	69,195 - 82,181	95,825 - 110,109	135,510 - 155,070	172,147 - 187,178
03	56,346 - 62,430	82,182 - 90,839	110,110 - 119,633	155,071 - 168,110	187,179 - 197,200
04**	62,431 - 64,303	90,840 - 93,564	119,634 - 123,222	168,111 - 173,153	197,200 - 197,200***
05**	64,304 - 66,232	93,565 - 96,371	123,223 - 126,919	173,154 - 178,348	197,200 - 197,200****

Locality Area: Austin-Round Rock-Georgetown, TX

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2035 Curr. Yr Rate: 0.2035 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	35,048 - 41,100	41,881 - 56,461	63,457 - 75,627	76,777 - 95,824	109,428 - 124,020
02	41,101 - 45,639	56,462 - 67,396	75,628 - 84,754	95,825 - 110,109	124,021 - 134,963
03	45,640 - 48,665	67,397 - 74,686	84,755 - 90,839	110,110 - 119,633	134,964 - 142,259
04**	48,666 - 50,125	74,687 - 76,927	90,840 - 93,564	119,634 - 123,222	142,260 - 146,527
05**	50,126 - 51,629	76,928 - 79,235	93,565 - 96,371	123,223 - 126,919	146,528 - 150,923

Locality Area: Austin-Round Rock-Georgetown, TX

### 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.