

2026

Alternative Personnel Management System

Austin-Round Rock-Georgetown, TX

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					\$66,232	II					\$96,371	III					\$126,919	IV					\$178,348	V					\$197,200
	\$35,048	\$62,430	\$51,878	\$90,839	\$76,777	\$119,633	\$109,428	\$168,110	\$152,103	\$197,200																				
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	I					\$51,629	II					\$79,235	III					\$96,371	IV					\$126,919	V					
	\$35,048	\$48,665	\$41,881	\$74,686	\$63,457	\$90,839	\$76,777	\$119,633	\$109,428	\$142,259																				
ADMINISTRATIVE PAY PLAN: ZA	I					\$79,235	II					\$105,894	III					\$150,923	IV					\$178,348	V					\$197,200
	\$35,048	\$74,686	\$63,457	\$99,816	\$92,023	\$142,259	\$129,311	\$168,110	\$152,103	\$197,200																				
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	I		II		III		IV		V		\$45,746	\$51,629	\$64,386	\$79,235	\$96,371															
	\$35,048	\$43,120	\$36,464	\$48,665	\$41,881	\$60,690	\$51,878	\$74,686	\$63,457	\$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	2026 rate	NIST Locality Increase Differential
20.35	20.35	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
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
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
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
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.