

2026 Alternative Personnel Management System

Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					\$70,929	II					\$106,164	III					\$139,816	IV					\$196,471	V					\$197,200
	\$35,048	\$66,857	\$57,150	\$100,070	\$84,579	\$131,790	\$120,548	\$185,193	\$167,560	\$197,200																				
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	I					\$56,875	II					\$87,285	III					\$106,164	IV					\$139,816	V					
	\$35,048	\$53,610	\$46,137	\$82,275	\$69,905	\$100,070	\$84,579	\$131,790	\$120,548	\$156,715																				
ADMINISTRATIVE PAY PLAN: ZA	I					\$87,285	II					\$116,656	III					\$166,258	IV					\$196,471	V					\$197,200
	\$35,048	\$82,275	\$69,905	\$109,959	\$101,375	\$156,715	\$142,452	\$185,193	\$167,560	\$197,200																				
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	I		II		III		IV		V		\$45,746					\$56,875	\$70,929					\$87,285	\$106,164							
	\$35,048	\$43,120	\$36,735	\$53,610	\$46,137	\$66,857	\$57,150	\$82,275	\$69,905	\$100,070																				
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
32.58	32.58	1.3258 / 1.3258 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.3258 Curr. Yr Rate: 0.3258 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 - 56,038	69,905 - 87,707	101,375 - 125,971	142,452 - 161,448	167,560 - 180,733
02	56,039 - 71,780	87,708 - 101,058	125,972 - 144,417	161,449 - 175,695	180,734 - 190,613
03	71,781 - 82,275	101,059 - 109,959	144,418 - 156,715	175,696 - 185,193	190,614 - 197,200
04**	82,276 - 84,743	109,960 - 113,258	156,716 - 161,416	185,194 - 190,749	197,200 - 197,200***
05**	84,744 - 87,285	113,259 - 116,656	161,417 - 166,258	190,750 - 196,471	197,200 - 197,200****

Locality Area: Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.3258 Curr. Yr Rate: 0.3258 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	36,735 - 44,235	46,137 - 55,346	57,150 - 68,317	69,905 - 83,312
02	38,637 - 41,326	44,236 - 49,860	55,347 - 62,253	68,318 - 76,692	83,313 - 93,367
03	41,327 - 43,120	49,861 - 53,610	62,254 - 66,857	76,693 - 82,275	93,368 - 100,070
04**	43,121 - 44,414	53,611 - 55,218	66,858 - 68,863	82,276 - 84,743	100,071 - 103,072
05**	44,415 - 45,746	55,219 - 56,875	68,864 - 70,929	84,744 - 87,285	103,073 - 106,164

Locality Area: Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

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: 0.3258 Curr. Yr Rate: 0.3258 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 - 49,185	57,150 - 76,226	84,579 - 105,562	120,548 - 149,279	167,560 - 180,733
02	49,186 - 59,788	76,227 - 90,532	105,563 - 121,299	149,280 - 170,827	180,734 - 190,613
03	59,789 - 66,857	90,533 - 100,070	121,300 - 131,790	170,828 - 185,193	190,614 - 197,200
04**	66,858 - 68,863	100,071 - 103,072	131,791 - 135,744	185,194 - 190,749	197,200 - 197,200***
05**	68,864 - 70,929	103,073 - 106,164	135,745 - 139,816	190,750 - 196,471	197,200 - 197,200****

Locality Area: Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.3258 Curr. Yr Rate: 0.3258 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 - 43,298	46,137 - 62,198	69,905 - 83,312	84,579 - 105,562	120,548 - 136,622
02	43,299 - 49,485	62,199 - 74,244	83,313 - 93,367	105,563 - 121,299	136,623 - 148,678
03	49,486 - 53,610	74,245 - 82,275	93,368 - 100,070	121,300 - 131,790	148,679 - 156,715
04**	53,611 - 55,218	82,276 - 84,743	100,071 - 103,072	131,791 - 135,744	156,716 - 161,416
05**	55,219 - 56,875	84,744 - 87,285	103,073 - 106,164	135,745 - 139,816	161,417 - 166,258

Locality Area: Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

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.