

# 2026 Alternative Personnel Management System

Chicago-Naperville, IL-IN-WI

CAREER PATH																					
SCIENTIFIC AND ENGINEERING						\$70,009						\$104,787			\$138,001			\$193,922			\$197,200
	I					II					III		IV			V					
	\$35,048					\$56,409					\$83,482		\$118,984			\$165,386					
PAY PLAN: ZP	\$65,990					\$98,772					\$130,080		\$182,790			\$197,200					
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$56,137				\$86,153				\$104,787			\$138,001			\$164,102			
	I			II			III			IV		V									
	\$35,048			\$45,538			\$68,999			\$83,482		\$118,984									
PAY PLAN: ZT	\$52,915			\$81,208			\$98,772			\$130,080		\$154,682									
ADMINISTRATIVE							\$86,153					\$115,143			\$164,102			\$193,922			\$197,200
PAY PLAN: ZA	I						II				III		IV			V					
	\$35,048						\$68,999				\$100,059		\$140,604			\$165,386					
	\$81,208						\$108,533				\$154,682		\$182,790			\$197,200					
ADMINISTRATIVE SUPPORT		\$45,746		\$56,137		\$70,009		\$86,153		\$104,787											
PAY PLAN: ZS	I		II		III		IV		V												
	\$35,048		\$36,464		\$45,538		\$56,409		\$68,999												
	\$43,120		\$52,915		\$65,990		\$81,208		\$98,772												
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

30.86

30.86

1.3086 / 1.3086 = 1

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.3086 Curr. Yr Rate: 0.3086 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 - 55,564	68,999 - 86,570	100,059 - 124,336	140,604 - 159,353	165,386 - 179,526
02	55,565 - 70,950	86,571 - 99,748	124,337 - 142,544	159,354 - 173,415	179,527 - 190,130
03	70,951 - 81,208	99,749 - 108,533	142,545 - 154,682	173,416 - 182,790	190,131 - 197,200
04**	81,209 - 83,644	108,534 - 111,789	154,683 - 159,322	182,791 - 188,274	197,200 - 197,200***
05**	83,645 - 86,153	111,790 - 115,143	159,323 - 164,102	188,275 - 193,922	197,200 - 197,200****

Locality Area: Chicago-Naperville, IL-IN-WI

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.3086 Curr. Yr Rate: 0.3086 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 - 43,776	45,538 - 54,628	56,409 - 67,431	68,999 - 82,231
02	38,637 - 41,326	43,777 - 49,259	54,629 - 61,445	67,432 - 75,697	82,232 - 92,156
03	41,327 - 43,120	49,260 - 52,915	61,446 - 65,990	75,698 - 81,208	92,157 - 98,772
04**	43,121 - 44,414	52,916 - 54,502	65,991 - 67,970	81,209 - 83,644	98,773 - 101,735
05**	44,415 - 45,746	54,503 - 56,137	67,971 - 70,009	83,645 - 86,153	101,736 - 104,787

Locality Area: Chicago-Naperville, IL-IN-WI

### 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: 0.3086 Curr. Yr Rate: 0.3086 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 - 48,800	56,409 - 75,237	83,482 - 104,192	118,984 - 147,342	165,386 - 179,526
02	48,801 - 59,114	75,238 - 89,358	104,193 - 119,725	147,343 - 168,611	179,527 - 190,130
03	59,115 - 65,990	89,359 - 98,772	119,726 - 130,080	168,612 - 182,790	190,131 - 197,200
04**	65,991 - 67,970	98,773 - 101,735	130,081 - 133,982	182,791 - 188,274	197,200 - 197,200***
05**	67,971 - 70,009	101,736 - 104,787	133,983 - 138,001	188,275 - 193,922	197,200 - 197,200****

Locality Area: Chicago-Naperville, IL-IN-WI

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.3086 Curr. Yr Rate: 0.3086 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 - 42,989	45,538 - 61,391	68,999 - 82,231	83,482 - 104,192	118,984 - 134,850
02	42,990 - 48,945	61,392 - 73,281	82,232 - 92,156	104,193 - 119,725	134,851 - 146,749
03	48,946 - 52,915	73,282 - 81,208	92,157 - 98,772	119,726 - 130,080	146,750 - 154,682
04**	52,916 - 54,502	81,209 - 83,644	98,773 - 101,735	130,081 - 133,982	154,683 - 159,322
05**	54,503 - 56,137	83,645 - 86,153	101,736 - 104,787	133,983 - 138,001	159,323 - 164,102

Locality Area: Chicago-Naperville, IL-IN-WI

### 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.