

2026

Alternative Personnel Management System

Chicago-Naperville, IL-IN-WI

CAREER PATH

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