

2026 Alternative Personnel Management System

Cincinnati-Wilmington-Maysville, OH-KY-IN

CAREER PATH																						
SCIENTIFIC AND ENGINEERING						\$67,192						\$97,637			\$128,584			\$180,690			\$197,200	
	I					II					III		IV			V						
	\$35,048					\$52,559					\$77,785		\$110,865			\$154,100						
PAY PLAN: ZP	\$63,335					\$92,032					\$121,203		\$170,317			\$197,200						
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$52,306				\$80,274				\$97,637			\$128,584			\$152,904				
	I			II			III			IV		V										
	\$35,048			\$42,430			\$64,290			\$77,785		\$110,865										
PAY PLAN: ZT	\$49,304			\$75,666			\$92,032			\$121,203		\$144,126										
ADMINISTRATIVE							\$80,274					\$107,285				\$152,904			\$180,690			\$197,200
PAY PLAN: ZA	I						II				III			IV			V					
	\$35,048						\$64,290				\$93,231			\$131,009			\$154,100					
	\$75,666						\$101,126				\$144,126			\$170,317			\$197,200					
ADMINISTRATIVE SUPPORT		\$45,746		\$52,306		\$65,232		\$80,274		\$97,637												
PAY PLAN: ZS	I		II		III		IV		V													
	\$35,048		\$36,464		\$42,430		\$52,559		\$64,290													
	\$43,120		\$49,304		\$61,487		\$75,666		\$92,032													
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

21.93

2026 rate

21.93

NIST Locality Increase Differential

1.2193 / 1.2193 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2193 Curr. Yr Rate: 0.2193 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 - 53,100	64,290 - 80,662	93,231 - 115,851	131,009 - 148,479	154,100 - 173,256
02	53,101 - 66,640	80,663 - 92,940	115,852 - 132,816	148,480 - 161,582	173,257 - 187,622
03	66,641 - 75,666	92,941 - 101,126	132,817 - 144,126	161,583 - 170,317	187,623 - 197,200
04**	75,667 - 77,936	101,127 - 104,160	144,127 - 148,450	170,318 - 175,427	197,200 - 197,200***
05**	77,937 - 80,274	104,161 - 107,285	148,451 - 152,904	175,428 - 180,690	197,200 - 197,200****

Locality Area: Cincinnati-Wilmington-Maysville, OH-KY-IN

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2193 Curr. Yr Rate: 0.2193 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 - 42,171	42,430 - 50,900	52,559 - 62,829	64,290 - 76,620
02	38,637 - 41,326	42,172 - 46,451	50,901 - 57,252	62,830 - 70,531	76,621 - 85,867
03	41,327 - 43,120	46,452 - 49,304	57,253 - 61,487	70,532 - 75,666	85,868 - 92,032
04**	43,121 - 44,414	49,305 - 50,783	61,488 - 63,332	75,667 - 77,936	92,033 - 94,793
05**	44,415 - 45,746	50,784 - 52,306	63,333 - 65,232	77,937 - 80,274	94,794 - 97,637

Locality Area: Cincinnati-Wilmington-Maysville, OH-KY-IN

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: 0.2193 Curr. Yr Rate: 0.2193 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 - 47,620	52,559 - 70,103	77,785 - 97,082	110,865 - 137,288	154,100 - 173,256
02	47,621 - 57,049	70,104 - 83,260	97,083 - 111,555	137,289 - 157,105	173,257 - 187,622
03	57,050 - 63,335	83,261 - 92,032	111,556 - 121,203	157,106 - 170,317	187,623 - 197,200
04**	63,336 - 65,235	92,033 - 94,793	121,204 - 124,839	170,318 - 175,427	197,200 - 197,200***
05**	65,236 - 67,192	94,794 - 97,637	124,840 - 128,584	175,428 - 180,690	197,200 - 197,200****

Locality Area: Cincinnati-Wilmington-Maysville, OH-KY-IN

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2193 Curr. Yr Rate: 0.2193 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 - 41,384	42,430 - 57,202	64,290 - 76,620	77,785 - 97,082	110,865 - 125,648
02	41,385 - 46,136	57,203 - 68,280	76,621 - 85,867	97,083 - 111,555	125,649 - 136,735
03	46,137 - 49,304	68,281 - 75,666	85,868 - 92,032	111,556 - 121,203	136,736 - 144,126
04**	49,305 - 50,783	75,667 - 77,936	92,033 - 94,793	121,204 - 124,839	144,127 - 148,450
05**	50,784 - 52,306	77,937 - 80,274	94,794 - 97,637	124,840 - 128,584	148,451 - 152,904

Locality Area: Cincinnati-Wilmington-Maysville, OH-KY-IN

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.