

2026 Alternative Personnel Management System

Cincinnati-Wilmington-Maysville, OH-KY-IN

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V		
\$35,048	\$67,192	\$52,559	\$97,637	\$128,584	\$180,690	\$197,200																	
\$63,335		\$92,032					\$77,785									\$110,865					\$154,100		
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$52,306		\$80,274		\$97,637			\$128,584			\$152,904											
\$35,048		\$42,430				\$64,290										\$110,865							
\$49,304		\$75,666				\$92,032										\$144,126							
ADMINISTRATIVE PAY PLAN: ZA					\$80,274				\$107,285							\$152,904		\$180,690			\$197,200		
\$35,048						\$64,290										\$93,231			\$131,009		\$154,100		
\$75,666						\$101,126										\$144,126			\$170,317		\$197,200		
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746	\$52,306	\$65,232	\$80,274		\$97,637																	
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	2026 rate	NIST Locality Increase Differential
21.93	21.93	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
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
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
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
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.