

2026

## Alternative Personnel Management System

Colorado Springs, CO

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V					
						\$66,232					\$96,211					\$126,708					\$178,051					\$197,200
	\$35,048					\$51,792					\$76,650					\$109,246					\$151,850					
	\$62,430					\$90,688					\$119,434					\$167,830					\$197,200					
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	I					II					III					IV					V					
	\$35,048					\$41,811					\$63,351					\$76,650					\$109,246					
	\$48,584					\$74,561					\$90,688					\$119,434					\$142,022					
ADMINISTRATIVE PAY PLAN: ZA	I					\$79,102					\$105,719					\$150,671					\$178,051					\$197,200
	\$35,048										\$63,351					\$91,870					\$129,096					\$151,850
	\$74,561										\$99,650					\$142,022					\$167,830					\$197,200
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$51,543		\$64,279		\$79,102		\$96,211		V															
	\$35,048		\$36,464		\$41,811		\$51,792		\$63,351																	
	\$43,120		\$48,584		\$60,589		\$74,561		\$90,688																	
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
20.15	20.15	1.2015 / 1.2015 = 1

# NIST Pay Tables

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## ADMINISTRATIVE

Pay Plan: ZA    Effective: January 11, 2026

Prev. Yr Rate: 0.2015    Curr. Yr Rate: 0.2015    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 - 52,609	63,351 - 79,484	91,870 - 114,160	129,096 - 146,311	151,850 - 172,006
02	52,610 - 65,780	79,485 - 91,584	114,161 - 130,877	146,312 - 159,222	172,007 - 187,122
03	65,781 - 74,561	91,585 - 99,650	130,878 - 142,022	159,223 - 167,830	187,123 - 197,200
04**	74,562 - 76,798	99,651 - 102,640	142,023 - 146,283	167,831 - 172,865	197,200 - 197,200***
05**	76,799 - 79,102	102,641 - 105,719	146,284 - 150,671	172,866 - 178,051	197,200 - 197,200****

Locality Area: Colorado Springs, CO

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS    Effective: January 11, 2026

Prev. Yr Rate: 0.2015    Curr. Yr Rate: 0.2015    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 - 41,851	41,811 - 50,157	51,792 - 61,912	63,351 - 75,501
02	38,637 - 41,326	41,852 - 45,891	50,158 - 56,416	61,913 - 69,501	75,502 - 84,613
03	41,327 - 43,120	45,892 - 48,584	56,417 - 60,589	69,502 - 74,561	84,614 - 90,688
04**	43,121 - 44,414	48,585 - 50,042	60,590 - 62,407	74,562 - 76,798	90,689 - 93,409
05**	44,415 - 45,746	50,043 - 51,543	62,408 - 64,279	76,799 - 79,102	93,410 - 96,211

Locality Area: Colorado Springs, CO

### 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

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## SCIENTIFIC AND ENGINEERING

Pay Plan: ZP    Effective: January 11, 2026

Prev. Yr Rate: 0.2015    Curr. Yr Rate: 0.2015    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 - 47,218	51,792 - 69,079	76,650 - 95,665	109,246 - 135,283	151,850 - 172,006
02	47,219 - 56,345	69,080 - 82,044	95,666 - 109,926	135,284 - 154,811	172,007 - 187,122
03	56,346 - 62,430	82,045 - 90,688	109,927 - 119,434	154,812 - 167,830	187,123 - 197,200
04**	62,431 - 64,303	90,689 - 93,409	119,435 - 123,017	167,831 - 172,865	197,200 - 197,200***
05**	64,304 - 66,232	93,410 - 96,211	123,018 - 126,708	172,866 - 178,051	197,200 - 197,200****

Locality Area: Colorado Springs, CO

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 11, 2026

Prev. Yr Rate: 0.2015    Curr. Yr Rate: 0.2015    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 - 41,064	41,811 - 56,367	63,351 - 75,501	76,650 - 95,665	109,246 - 123,813
02	41,065 - 45,576	56,368 - 67,283	75,502 - 84,613	95,666 - 109,926	123,814 - 134,738
03	45,577 - 48,584	67,284 - 74,561	84,614 - 90,688	109,927 - 119,434	134,739 - 142,022
04**	48,585 - 50,042	74,562 - 76,798	90,689 - 93,409	119,435 - 123,017	142,023 - 146,283
05**	50,043 - 51,543	76,799 - 79,102	93,410 - 96,211	123,018 - 126,708	146,284 - 150,671

Locality Area: Colorado Springs, CO

### 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.