

2026

Alternative Personnel Management System

Charlotte-Concord, NC-SC

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
\$35,048	\$66,232	\$51,585	\$95,827	\$126,202	\$177,340	\$197,200																
\$62,430		\$90,326					\$76,343															
\$35,048	\$51,337	\$41,644	\$78,787	\$95,827	\$126,202	\$150,070																
\$48,390		\$74,264					\$63,098															
\$35,048			\$78,787		\$105,297											\$150,070	\$177,340	\$197,200				
\$74,264					\$63,098																	
\$35,048	\$45,746	\$51,337	\$64,022	\$78,787	\$95,827																	
\$43,120																						
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 \$7,536.80

2025 rate	2026 rate	NIST Locality Increase Differential
19.67	19.67	1.1967 / 1.1967 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.1967 Curr. Yr Rate: 0.1967 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 - 52,477	63,098 - 79,166	91,503 - 113,704	128,581 - 145,727	151,244 - 171,411
02	52,478 - 65,549	79,167 - 91,218	113,705 - 130,355	145,728 - 158,587	171,412 - 186,536
03	65,550 - 74,264	91,219 - 99,252	130,356 - 141,455	158,588 - 167,160	186,537 - 196,619
04**	74,265 - 76,492	99,253 - 102,230	141,456 - 145,699	167,161 - 172,175	196,620 - 197,200***
05**	76,493 - 78,787	102,231 - 105,297	145,700 - 150,070	172,176 - 177,340	197,200 - 197,200****

Locality Area: Charlotte-Concord, NC-SC

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.1967 Curr. Yr Rate: 0.1967 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 - 41,764	41,644 - 49,956	51,585 - 61,665	63,098 - 75,199
02	38,637 - 41,326	41,765 - 45,740	49,957 - 56,191	61,666 - 69,224	75,200 - 84,275
03	41,327 - 43,120	45,741 - 48,390	56,192 - 60,347	69,225 - 74,264	84,276 - 90,326
04**	43,121 - 44,414	48,391 - 49,842	60,348 - 62,157	74,265 - 76,492	90,327 - 93,036
05**	44,415 - 45,746	49,843 - 51,337	62,158 - 64,022	76,493 - 78,787	93,037 - 95,827

Locality Area: Charlotte-Concord, NC-SC

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: 0.1967 Curr. Yr Rate: 0.1967 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	51,585 - 68,803	76,343 - 95,283	108,810 - 134,743	151,244 - 171,411
02	47,219 - 56,345	68,804 - 81,717	95,284 - 109,487	134,744 - 154,193	171,412 - 186,536
03	56,346 - 62,430	81,718 - 90,326	109,488 - 118,957	154,194 - 167,160	186,537 - 196,619
04**	62,431 - 64,303	90,327 - 93,036	118,958 - 122,526	167,161 - 172,175	196,620 - 197,200***
05**	64,304 - 66,232	93,037 - 95,827	122,527 - 126,202	172,176 - 177,340	197,200 - 197,200****

Locality Area: Charlotte-Concord, NC-SC

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.1967 Curr. Yr Rate: 0.1967 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 - 40,978	41,644 - 56,142	63,098 - 75,199	76,343 - 95,283	108,810 - 123,319
02	40,979 - 45,425	56,143 - 67,015	75,200 - 84,275	95,284 - 109,487	123,320 - 134,201
03	45,426 - 48,390	67,016 - 74,264	84,276 - 90,326	109,488 - 118,957	134,202 - 141,455
04**	48,391 - 49,842	74,265 - 76,492	90,327 - 93,036	118,958 - 122,526	141,456 - 145,699
05**	49,843 - 51,337	76,493 - 78,787	93,037 - 95,827	122,527 - 126,202	145,700 - 150,070

Locality Area: Charlotte-Concord, NC-SC

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.