

2026

Alternative Personnel Management System

Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V		
	\$72,471					\$107,254					\$141,250					\$197,200		\$197,200		\$197,200			
	\$35,048					\$57,736					\$85,447					\$121,785				\$169,279			
	\$68,311					\$101,097					\$133,142					\$187,093				\$197,200			
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$57,459		I					\$88,181					\$107,254					\$141,250		\$167,964			
	\$35,048					\$46,610					\$70,623					\$85,447				\$121,785			
	\$54,160					\$83,119					\$101,097					\$133,142				\$158,322			
ADMINISTRATIVE PAY PLAN: ZA	I					\$88,181		II					\$117,853					\$167,964		\$197,200		\$197,200	
	\$35,048										\$70,623					\$102,415				\$143,913		\$169,279	
	\$83,119										\$111,087					\$158,322				\$187,093		\$197,200	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$57,459		\$71,656		\$88,181		III					\$107,254		IV					V		
	\$35,048					\$37,112					\$46,610					\$57,736				\$70,623			
	\$43,120					\$54,160					\$67,543					\$83,119				\$101,097			
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
33.94	33.94	1.3394 / 1.3394 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.3394 Curr. Yr Rate: 0.3394 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 - 56,413	70,623 - 88,607	102,415 - 127,263	143,913 - 163,104	169,279 - 181,688
02	56,414 - 72,437	88,608 - 102,095	127,264 - 145,898	163,105 - 177,497	181,689 - 190,995
03	72,438 - 83,119	102,096 - 111,087	145,899 - 158,322	177,498 - 187,093	190,996 - 197,200
04**	83,120 - 85,613	111,088 - 114,420	158,323 - 163,072	187,094 - 192,706	197,200 - 197,200***
05**	85,614 - 88,181	114,421 - 117,853	163,073 - 167,964	192,707 - 197,200	197,200 - 197,200****

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.3394 Curr. Yr Rate: 0.3394 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	37,112 - 44,689	46,610 - 55,914	57,736 - 69,017	70,623 - 84,167
02	38,637 - 41,326	44,690 - 50,372	55,915 - 62,891	69,018 - 77,478	84,168 - 94,325
03	41,327 - 43,120	50,373 - 54,160	62,892 - 67,543	77,479 - 83,119	94,326 - 101,097
04**	43,121 - 44,414	54,161 - 55,785	67,544 - 69,569	83,120 - 85,613	101,098 - 104,130
05**	44,415 - 45,746	55,786 - 57,459	69,570 - 71,656	85,614 - 88,181	104,131 - 107,254

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

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: 0.3394 Curr. Yr Rate: 0.3394 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 - 49,832	57,736 - 77,008	85,447 - 106,645	121,785 - 150,811	169,279 - 181,688
02	49,833 - 60,919	77,009 - 91,461	106,646 - 122,543	150,812 - 172,580	181,689 - 190,995
03	60,920 - 68,311	91,462 - 101,097	122,544 - 133,142	172,581 - 187,093	190,996 - 197,200
04**	68,312 - 70,360	101,098 - 104,130	133,143 - 137,136	187,094 - 192,706	197,200 - 197,200***
05**	70,361 - 72,471	104,131 - 107,254	137,137 - 141,250	192,707 - 197,200	197,200 - 197,200****

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.3394 Curr. Yr Rate: 0.3394 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 - 43,542	46,610 - 62,836	70,623 - 84,167	85,447 - 106,645	121,785 - 138,024
02	43,543 - 49,913	62,837 - 75,006	84,168 - 94,325	106,646 - 122,543	138,025 - 150,203
03	49,914 - 54,160	75,007 - 83,119	94,326 - 101,097	122,544 - 133,142	150,204 - 158,322
04**	54,161 - 55,785	83,120 - 85,613	101,098 - 104,130	133,143 - 137,136	158,323 - 163,072
05**	55,786 - 57,459	85,614 - 88,181	104,131 - 107,254	137,137 - 141,250	163,073 - 167,964

Locality Area: Washington-Baltimore-Arlington, DC-MD-PA-VA-WV

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.