

2026

Alternative Personnel Management System

Denver-Aurora-Boulder, CO

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V		
	\$69,828					\$104,514					\$137,643					\$193,419				\$197,200			
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$35,048	\$55,991				\$85,930		\$104,514			\$137,643			\$163,675						\$164,956			
PAY PLAN: ZT	\$65,819					\$56,262					\$83,265			\$118,675						\$182,316			
ADMINISTRATIVE PAY PLAN: ZA	\$35,048										\$68,819			\$83,265			\$118,675				\$154,280		
PAY PLAN: ZA	\$80,997										\$98,515			\$129,742								\$197,200	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746	\$55,991			\$69,828	\$85,930			\$104,514														
PAY PLAN: ZS	\$35,048		\$36,464		\$45,420		\$56,262			\$68,819			\$99,800			\$140,239				\$164,956			
	\$43,120		\$52,777		\$65,819		\$80,997			\$98,515			\$154,280			\$182,316				\$197,200			
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

30.52

30.52

1.3052 / 1.3052 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.3052 Curr. Yr Rate: 0.3052 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 - 55,470	68,819 - 86,344	99,800 - 124,013	140,239 - 158,940	164,956 - 179,287
02	55,471 - 70,786	86,345 - 99,488	124,014 - 142,173	158,941 - 172,966	179,288 - 190,035
03	70,787 - 80,997	99,489 - 108,251	142,174 - 154,280	172,967 - 182,316	190,036 - 197,200
04**	80,998 - 83,427	108,252 - 111,499	154,281 - 158,908	182,317 - 187,785	197,200 - 197,200***
05**	83,428 - 85,930	111,500 - 114,844	158,909 - 163,675	187,786 - 193,419	197,200 - 197,200****

Locality Area: Denver-Aurora-Boulder, CO

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.3052 Curr. Yr Rate: 0.3052 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 - 43,714	45,420 - 54,486	56,262 - 67,255	68,819 - 82,017
02	38,637 - 41,326	43,715 - 49,152	54,487 - 61,286	67,256 - 75,500	82,018 - 91,916
03	41,327 - 43,120	49,153 - 52,777	61,287 - 65,819	75,501 - 80,997	91,917 - 98,515
04**	43,121 - 44,414	52,778 - 54,360	65,820 - 67,794	80,998 - 83,427	98,516 - 101,470
05**	44,415 - 45,746	54,361 - 55,991	67,795 - 69,828	83,428 - 85,930	101,471 - 104,514

Locality Area: Denver-Aurora-Boulder, 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

SCIENTIFIC AND ENGINEERING

Pay Plan: ZP Effective: January 11, 2026

Prev. Yr Rate: 0.3052 Curr. Yr Rate: 0.3052 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 - 48,724	56,262 - 75,041	83,265 - 103,921	118,675 - 146,960	164,956 - 179,287
02	48,725 - 58,981	75,042 - 89,125	103,922 - 119,414	146,961 - 168,174	179,288 - 190,035
03	58,982 - 65,819	89,126 - 98,515	119,415 - 129,742	168,175 - 182,316	190,036 - 197,200
04**	65,820 - 67,794	98,516 - 101,470	129,743 - 133,634	182,317 - 187,785	197,200 - 197,200***
05**	67,795 - 69,828	101,471 - 104,514	133,635 - 137,643	187,786 - 193,419	197,200 - 197,200****

Locality Area: Denver-Aurora-Boulder, CO

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.3052 Curr. Yr Rate: 0.3052 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 - 42,928	45,420 - 61,232	68,819 - 82,017	83,265 - 103,921	118,675 - 134,499
02	42,929 - 48,837	61,233 - 73,091	82,018 - 91,916	103,922 - 119,414	134,500 - 146,368
03	48,838 - 52,777	73,092 - 80,997	91,917 - 98,515	119,415 - 129,742	146,369 - 154,280
04**	52,778 - 54,360	80,998 - 83,427	98,516 - 101,470	129,743 - 133,634	154,281 - 158,908
05**	54,361 - 55,991	83,428 - 85,930	101,471 - 104,514	133,635 - 137,643	158,909 - 163,675

Locality Area: Denver-Aurora-Boulder, 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.