

# 2026 Alternative Personnel Management System

Denver-Aurora-Boulder, CO

CAREER PATH																										
SCIENTIFIC AND ENGINEERING						\$69,828						\$104,514			\$137,643			\$193,419			\$197,200					
	I					II					III		IV		V											
	\$35,048					\$56,262					\$83,265		\$118,675		\$164,956											
PAY PLAN: ZP	\$65,819					\$98,515					\$129,742		\$182,316		\$197,200											
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$55,991					\$85,930				\$104,514				\$137,643				\$163,675					
	I			II			III			IV			V													
	\$35,048			\$45,420			\$68,819			\$83,265			\$118,675													
PAY PLAN: ZT	\$52,777			\$80,997			\$98,515			\$129,742			\$154,280													
ADMINISTRATIVE								\$85,930					\$114,844				\$163,675				\$193,419				\$197,200	
PAY PLAN: ZA	I							II			III			IV			V									
	\$35,048							\$68,819			\$99,800			\$140,239			\$164,956									
	\$80,997							\$108,251			\$154,280			\$182,316			\$197,200									
ADMINISTRATIVE SUPPORT			\$45,746				\$55,991				\$69,828				\$85,930				\$104,514							
	I		II		III		IV		V																	
	\$35,048		\$36,464		\$45,420		\$56,262		\$68,819																	
PAY PLAN: ZS	\$43,120		\$52,777		\$65,819		\$80,997		\$98,515																	
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

30.52

2026    rate

30.52

NIST Locality Increase Differential

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
Interval					
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
Interval					
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
Interval					
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
Interval					
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.