

# 2026 Alternative Personnel Management System

Detroit-Warren-Ann Arbor, MI

CAREER PATH																										
SCIENTIFIC AND ENGINEERING						\$69,078						\$103,393			\$136,167			\$191,344			\$197,200					
	I					II					III		IV			V										
	PAY PLAN: ZP					\$35,048					\$55,658					\$82,372		\$117,402			\$163,187					
	\$65,113					\$97,458					\$128,350		\$180,360			\$197,200										
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$55,390					\$85,008				\$103,393				\$136,167				\$161,920					
	I			II			III			IV			V													
	PAY PLAN: ZT			\$35,048			\$44,932			\$68,081			\$82,372			\$117,402										
	\$52,211			\$80,128			\$97,458			\$128,350			\$152,625													
ADMINISTRATIVE								\$85,008					\$113,612					\$161,920				\$191,344				\$197,200
	I							II			III			IV			V									
	PAY PLAN: ZA							\$35,048			\$68,081			\$98,729			\$138,734			\$163,187						
	\$80,128							\$107,090			\$152,625			\$180,360			\$197,200									
ADMINISTRATIVE SUPPORT			\$45,746				\$55,390				\$69,078				\$85,008				\$103,393							
	I		II		III		IV		V																	
	PAY PLAN: ZS		\$35,048		\$36,464		\$44,932		\$55,658		\$68,081															
	\$43,120		\$52,211		\$65,113		\$80,128		\$97,458																	
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

29.12

2026    rate

29.12

NIST Locality Increase Differential

1.2912    /    1.2912    =    1

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 11, 2026**

Prev. Yr Rate: **0.2912** Curr. Yr Rate: **0.2912** 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 - 55,084	68,081 - 85,418	98,729 - 122,683	138,734 - 157,234	163,187 - 178,304
02	55,085 - 70,110	85,419 - 98,421	122,684 - 140,648	157,235 - 171,110	178,305 - 189,642
03	70,111 - 80,128	98,422 - 107,090	140,649 - 152,625	171,111 - 180,360	189,643 - 197,200
04**	80,129 - 82,532	107,091 - 110,303	152,626 - 157,204	180,361 - 185,771	197,200 - 197,200***
05**	82,533 - 85,008	110,304 - 113,612	157,205 - 161,920	185,772 - 191,344	197,200 - 197,200****

Locality Area: **Detroit-Warren-Ann Arbor, MI**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 11, 2026**

Prev. Yr Rate: **0.2912** Curr. Yr Rate: **0.2912** 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 - 43,463	44,932 - 53,901	55,658 - 66,534	68,081 - 81,137
02	38,637 - 41,326	43,464 - 48,712	53,902 - 60,628	66,535 - 74,690	81,138 - 90,930
03	41,327 - 43,120	48,713 - 52,211	60,629 - 65,113	74,691 - 80,128	90,931 - 97,458
04**	43,121 - 44,414	52,212 - 53,777	65,114 - 67,066	80,129 - 82,532	97,459 - 100,382
05**	44,415 - 45,746	53,778 - 55,390	67,067 - 69,078	82,533 - 85,008	100,383 - 103,393

Locality Area: **Detroit-Warren-Ann Arbor, MI**

### 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: 0.2912 Curr. Yr Rate: 0.2912 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 - 48,410	55,658 - 74,236	82,372 - 102,807	117,402 - 145,383	163,187 - 178,304
02	48,411 - 58,432	74,237 - 88,169	102,808 - 118,133	145,384 - 166,369	178,305 - 189,642
03	58,433 - 65,113	88,170 - 97,458	118,134 - 128,350	166,370 - 180,360	189,643 - 197,200
04**	65,114 - 67,066	97,459 - 100,382	128,351 - 132,201	180,361 - 185,771	197,200 - 197,200***
05**	67,067 - 69,078	100,383 - 103,393	132,202 - 136,167	185,772 - 191,344	197,200 - 197,200****

Locality Area: Detroit-Warren-Ann Arbor, MI

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2912 Curr. Yr Rate: 0.2912 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 - 42,676	44,932 - 60,575	68,081 - 81,137	82,372 - 102,807	117,402 - 133,057
02	42,677 - 48,397	60,576 - 72,307	81,138 - 90,930	102,808 - 118,133	133,058 - 144,798
03	48,398 - 52,211	72,308 - 80,128	90,931 - 97,458	118,134 - 128,350	144,799 - 152,625
04**	52,212 - 53,777	80,129 - 82,532	97,459 - 100,382	128,351 - 132,201	152,626 - 157,204
05**	53,778 - 55,390	82,533 - 85,008	100,383 - 103,393	132,202 - 136,167	157,205 - 161,920

Locality Area: Detroit-Warren-Ann Arbor, MI

### 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.