

2026

Alternative Personnel Management System

Detroit-Warren-Ann Arbor, MI

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$69,078		\$103,393			\$136,167		\$191,344			\$197,200			\$163,187		\$197,200			\$197,200			
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$55,390			\$85,008		\$103,393			\$136,167			\$161,920									
			I			II		III		IV		V										
ADMINISTRATIVE PAY PLAN: ZA					\$85,008				\$113,612				\$161,920		\$191,344			\$197,200				
			I					II		III		IV		V								
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$55,390		\$69,078		\$85,008		\$103,393													
	I	II		III		IV		V														
	\$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

2026 rate

NIST Locality Increase Differential

29.12

29.12

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
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
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
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
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.