

2026

## Alternative Personnel Management System

Dallas-Fort Worth, TX-OK

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V					
\$35,048	\$68,083	\$54,857	\$101,905	\$134,206	\$188,588	\$197,200																				
\$64,175		\$96,055					\$81,186	\$115,711	\$159,587	\$188,588	\$197,200															
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$54,593		\$83,783	\$101,905	\$134,206																				
\$35,048		\$44,285					\$67,100	\$81,186	\$115,711	\$159,587	\$188,588	\$197,200														
\$51,459		\$78,974					\$96,055	\$126,502	\$150,426																	
ADMINISTRATIVE PAY PLAN: ZA							\$83,783																			
\$35,048							\$67,100																			
\$78,974							\$105,547																			
ADMINISTRATIVE SUPPORT PAY PLAN: ZS		\$45,746		\$54,593		\$68,083		\$83,783		\$101,905																
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		
27.26	27.26	1.2726	/	1.2726 = 1

# NIST Pay Tables

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## ADMINISTRATIVE

Pay Plan: ZA    Effective: January 11, 2026

Prev. Yr Rate: 0.2726    Curr. Yr Rate: 0.2726    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 - 54,571	67,100 - 84,188	97,307 - 120,915	136,736 - 154,970	160,836 - 176,998
02	54,572 - 69,213	84,189 - 97,003	120,916 - 138,622	154,971 - 168,645	176,999 - 189,119
03	69,214 - 78,974	97,004 - 105,547	138,623 - 150,426	168,646 - 177,762	189,120 - 197,200
04**	78,975 - 81,343	105,548 - 108,713	150,427 - 154,939	177,763 - 183,095	197,200 - 197,200***
05**	81,344 - 83,783	108,714 - 111,974	154,940 - 159,587	183,096 - 188,588	197,200 - 197,200****

Locality Area: Dallas-Fort Worth, TX-OK

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS    Effective: January 11, 2026

Prev. Yr Rate: 0.2726    Curr. Yr Rate: 0.2726    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 - 43,128	44,285 - 53,125	54,857 - 65,576	67,100 - 79,969
02	38,637 - 41,326	43,129 - 48,127	53,126 - 59,755	65,577 - 73,615	79,970 - 89,621
03	41,327 - 43,120	48,128 - 51,459	59,756 - 64,175	73,616 - 78,974	89,622 - 96,055
04**	43,121 - 44,414	51,460 - 53,003	64,176 - 66,100	78,975 - 81,343	96,056 - 98,937
05**	44,415 - 45,746	53,004 - 54,593	66,101 - 68,083	81,344 - 83,783	98,938 - 101,905

Locality Area: Dallas-Fort Worth, TX-OK

### 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

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## SCIENTIFIC AND ENGINEERING

Pay Plan: ZP    Effective: January 11, 2026

Prev. Yr Rate: 0.2726    Curr. Yr Rate: 0.2726    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 - 47,993	54,857 - 73,167	81,186 - 101,326	115,711 - 143,289	160,836 - 176,998
02	47,994 - 57,702	73,168 - 86,900	101,327 - 116,432	143,290 - 163,973	176,999 - 189,119
03	57,703 - 64,175	86,901 - 96,055	116,433 - 126,502	163,974 - 177,762	189,120 - 197,200
04**	64,176 - 66,100	96,056 - 98,937	126,503 - 130,297	177,763 - 183,095	197,200 - 197,200***
05**	66,101 - 68,083	98,938 - 101,905	130,298 - 134,206	183,096 - 188,588	197,200 - 197,200****

Locality Area: Dallas-Fort Worth, TX-OK

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 11, 2026

Prev. Yr Rate: 0.2726    Curr. Yr Rate: 0.2726    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 - 42,342	44,285 - 59,702	67,100 - 79,969	81,186 - 101,326	115,711 - 131,140
02	42,343 - 47,812	59,703 - 71,265	79,970 - 89,621	101,327 - 116,432	131,141 - 142,712
03	47,813 - 51,459	71,266 - 78,974	89,622 - 96,055	116,433 - 126,502	142,713 - 150,426
04**	51,460 - 53,003	78,975 - 81,343	96,056 - 98,937	126,503 - 130,297	150,427 - 154,939
05**	53,004 - 54,593	81,344 - 83,783	98,938 - 101,905	130,298 - 134,206	154,940 - 159,587

Locality Area: Dallas-Fort Worth, TX-OK

### 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.