

# 2026 Alternative Personnel Management System

Dallas-Fort Worth, TX-OK

CAREER PATH																										
SCIENTIFIC AND ENGINEERING						\$68,083						\$101,905			\$134,206			\$188,588			\$197,200					
	I					II					III		IV		V											
	\$35,048					\$54,857					\$81,186		\$115,711		\$160,836											
PAY PLAN: ZP	\$64,175					\$96,055					\$126,502		\$177,762		\$197,200											
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$54,593					\$83,783				\$101,905				\$134,206				\$159,587					
	I			II			III			IV			V													
	\$35,048			\$44,285			\$67,100			\$81,186			\$115,711													
PAY PLAN: ZT	\$51,459			\$78,974			\$96,055			\$126,502			\$150,426													
ADMINISTRATIVE									\$83,783					\$111,974					\$159,587				\$188,588			\$197,200
PAY PLAN: ZA	I					II					III					IV					V					
	\$35,048					\$67,100					\$97,307					\$136,736					\$160,836					
	\$78,974					\$105,547					\$150,426					\$177,762					\$197,200					
ADMINISTRATIVE SUPPORT			\$45,746				\$54,593				\$68,083				\$83,783				\$101,905							
PAY PLAN: ZS	I		II		III		IV		V																	
	\$35,048		\$36,464		\$44,285		\$54,857		\$67,100																	
	\$43,120		\$51,459		\$64,175		\$78,974		\$96,055																	
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

27.26

2026    rate

27.26

NIST Locality Increase Differential

1.2726    /    1.2726    =    1

# NIST Pay Tables

## 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
Interval					
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
Interval					
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

## 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
Interval					
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
Interval					
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.