

2026 Alternative Personnel Management System

Des Moines-Ames-West Des Moines, IA

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$66,232		\$94,541			\$124,451		\$174,880			\$197,200											
	\$35,048					\$50,869					\$75,284					\$107,301					\$149,146	
	\$62,430					\$89,114					\$117,307					\$164,841					\$193,892	
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$50,626				\$77,693		\$94,497			\$124,451			\$147,988								
ADMINISTRATIVE PAY PLAN: ZA						\$77,693					\$103,835			\$147,988		\$174,880					\$197,200	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$50,626		\$63,134		\$77,693		\$94,497													
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 \$7,432.00

2025 rate	2026 rate	NIST Locality Increase Differential
18.01	18.01	1.1801 / 1.1801 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.1801 Curr. Yr Rate: 0.1801 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 - 52,019	62,223 - 78,068	90,234 - 112,127	126,797 - 143,705	149,146 - 169,033
02	52,020 - 64,747	78,069 - 89,952	112,128 - 128,547	143,706 - 156,387	169,034 - 183,948
03	64,748 - 73,233	89,953 - 97,875	128,548 - 139,493	156,388 - 164,841	183,949 - 193,892
04**	73,234 - 75,430	97,876 - 100,811	139,494 - 143,678	164,842 - 169,786	193,893 - 197,200***
05**	75,431 - 77,693	100,812 - 103,835	143,679 - 147,988	169,787 - 174,880	197,200 - 197,200****

Locality Area: Des Moines-Ames-West Des Moines, IA

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.1801 Curr. Yr Rate: 0.1801 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 - 41,466	41,066 - 49,263	50,869 - 60,809	62,223 - 74,156
02	38,637 - 41,326	41,467 - 45,218	49,264 - 55,411	60,810 - 68,263	74,157 - 83,106
03	41,327 - 43,120	45,219 - 47,719	55,412 - 59,510	68,264 - 73,233	83,107 - 89,073
04**	43,121 - 44,414	47,720 - 49,151	59,511 - 61,295	73,234 - 75,430	89,074 - 91,745
05**	44,415 - 45,746	49,152 - 50,626	61,296 - 63,134	75,431 - 77,693	91,746 - 94,497

Locality Area: Des Moines-Ames-West Des Moines, IA

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: 0.1801 Curr. Yr Rate: 0.1801 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 - 47,218	50,869 - 67,867	75,284 - 93,961	107,301 - 132,874	149,146 - 169,033
02	47,219 - 56,345	67,868 - 80,615	93,962 - 107,969	132,875 - 152,054	169,034 - 183,948
03	56,346 - 62,430	80,616 - 89,114	107,970 - 117,307	152,055 - 164,841	183,949 - 193,892
04**	62,431 - 64,303	89,115 - 91,787	117,308 - 120,826	164,842 - 169,786	193,893 - 197,200***
05**	64,304 - 66,232	91,788 - 94,541	120,827 - 124,451	169,787 - 174,880	197,200 - 197,200****

Locality Area: Des Moines-Ames-West Des Moines, IA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.1801 Curr. Yr Rate: 0.1801 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 - 40,680	41,066 - 55,362	62,223 - 74,156	75,284 - 93,961	107,301 - 121,609
02	40,681 - 44,903	55,363 - 66,085	74,157 - 83,106	93,962 - 107,969	121,610 - 132,339
03	44,904 - 47,719	66,086 - 73,233	83,107 - 89,073	107,970 - 117,307	132,340 - 139,493
04**	47,720 - 49,151	73,234 - 75,430	89,074 - 91,745	117,308 - 120,826	139,494 - 143,678
05**	49,152 - 50,626	75,431 - 77,693	91,746 - 94,497	120,827 - 124,451	143,679 - 147,988

Locality Area: Des Moines-Ames-West Des Moines, IA

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.