

2026

## Alternative Personnel Management System

Hartford-East Hartford, CT-MA

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V		
	\$70,661					\$105,765					\$139,289					\$195,731				\$197,200			
	\$35,048					\$56,934					\$84,260					\$120,094				\$166,928			
	\$66,605					\$99,693					\$131,293					\$184,495				\$197,200			
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$56,660		I					\$86,957		\$105,765					\$139,289		\$165,632						
	\$35,048					\$45,963					\$69,642					\$84,260				\$120,094			
	\$53,408					\$81,965					\$99,693					\$131,293				\$156,124			
ADMINISTRATIVE PAY PLAN: ZA	I					\$86,957		II					\$116,216					\$165,632		\$195,731		\$197,200	
	\$35,048												\$69,642					\$100,992				\$141,915	
	\$81,965												\$109,545					\$156,124				\$184,495	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$56,660		\$70,661		\$86,957		\$105,765		III					IV					V		
	\$35,048					\$36,597					\$45,963					\$56,934				\$69,642			
	\$43,120					\$53,408					\$66,605					\$81,965				\$99,693			
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
32.08	32.08	1.3208 / 1.3208 = 1

# NIST Pay Tables

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## ADMINISTRATIVE

Pay Plan: ZA    Effective: January 11, 2026

Prev. Yr Rate: 0.3208    Curr. Yr Rate: 0.3208    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 - 55,900	69,642 - 87,377	100,992 - 125,495	141,915 - 160,839	166,928 - 180,382
02	55,901 - 71,539	87,378 - 100,678	125,496 - 143,872	160,840 - 175,033	180,383 - 190,473
03	71,540 - 81,965	100,679 - 109,545	143,873 - 156,124	175,034 - 184,495	190,474 - 197,200
04**	81,966 - 84,424	109,546 - 112,831	156,125 - 160,808	184,496 - 190,030	197,200 - 197,200***
05**	84,425 - 86,957	112,832 - 116,216	160,809 - 165,632	190,031 - 195,731	197,200 - 197,200****

Locality Area: Hartford-East Hartford, CT-MA

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS    Effective: January 11, 2026

Prev. Yr Rate: 0.3208    Curr. Yr Rate: 0.3208    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	36,597 - 44,069	45,963 - 55,137	56,934 - 68,059	69,642 - 82,998
02	38,637 - 41,326	44,070 - 49,672	55,138 - 62,018	68,060 - 76,403	82,999 - 93,015
03	41,327 - 43,120	49,673 - 53,408	62,019 - 66,605	76,404 - 81,965	93,016 - 99,693
04**	43,121 - 44,414	53,409 - 55,010	66,606 - 68,603	81,966 - 84,424	99,694 - 102,684
05**	44,415 - 45,746	55,011 - 56,660	68,604 - 70,661	84,425 - 86,957	102,685 - 105,765

Locality Area: Hartford-East Hartford, CT-MA

### 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: 0.3208    Curr. Yr Rate: 0.3208    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 - 49,073	56,934 - 75,938	84,260 - 105,164	120,094 - 148,717	166,928 - 180,382
02	49,074 - 59,592	75,939 - 90,191	105,165 - 120,841	148,718 - 170,184	180,383 - 190,473
03	59,593 - 66,605	90,192 - 99,693	120,842 - 131,293	170,185 - 184,495	190,474 - 197,200
04**	66,606 - 68,603	99,694 - 102,684	131,294 - 135,232	184,496 - 190,030	197,200 - 197,200***
05**	68,604 - 70,661	102,685 - 105,765	135,233 - 139,289	190,031 - 195,731	197,200 - 197,200****

Locality Area: Hartford-East Hartford, CT-MA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 11, 2026

Prev. Yr Rate: 0.3208    Curr. Yr Rate: 0.3208    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 - 43,208	45,963 - 61,964	69,642 - 82,998	84,260 - 105,164	120,094 - 136,107
02	43,209 - 49,328	61,965 - 73,965	82,999 - 93,015	105,165 - 120,841	136,108 - 148,117
03	49,329 - 53,408	73,966 - 81,965	93,016 - 99,693	120,842 - 131,293	148,118 - 156,124
04**	53,409 - 55,010	81,966 - 84,424	99,694 - 102,684	131,294 - 135,232	156,125 - 160,808
05**	55,011 - 56,660	84,425 - 86,957	102,685 - 105,765	135,233 - 139,289	160,809 - 165,632

Locality Area: Hartford-East Hartford, CT-MA

### 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.