

2026 Alternative Personnel Management System

Huntsville-Decatur, AL-TN

CAREER PATH																						
SCIENTIFIC AND ENGINEERING						\$66,232						\$97,619			\$128,563			\$180,660			\$197,200	
	I					II					III		IV			V						
	\$35,048					\$52,551					\$77,772		\$110,847			\$154,075						
PAY PLAN: ZP	\$62,430					\$92,016					\$121,183		\$170,289			\$197,200						
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$52,298				\$80,262				\$97,619			\$128,563			\$152,878				
	I			II			III			IV		V										
	\$35,048			\$42,423			\$64,279			\$77,772		\$110,847										
PAY PLAN: ZT	\$49,296			\$75,654			\$92,016			\$121,183		\$144,102										
ADMINISTRATIVE							\$80,262					\$107,267				\$152,878			\$180,660			\$197,200
PAY PLAN: ZA	I						II				III			IV			V					
	\$35,048						\$64,279				\$93,216			\$130,987			\$154,075					
	\$75,654						\$101,110				\$144,102			\$170,289			\$197,200					
ADMINISTRATIVE SUPPORT		\$45,746		\$52,298		\$65,221		\$80,262		\$97,619												
PAY PLAN: ZS	I		II		III		IV		V													
	\$35,048		\$36,464		\$42,423		\$52,551		\$64,279													
	\$43,120		\$49,296		\$61,477		\$75,654		\$92,016													
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

21.91

2026 rate

21.91

NIST Locality Increase Differential

1.2191 / 1.2191 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2191 Curr. Yr Rate: 0.2191 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 - 53,095	64,279 - 80,648	93,216 - 115,832	130,987 - 148,455	154,075 - 173,242
02	53,096 - 66,630	80,649 - 92,925	115,833 - 132,794	148,456 - 161,555	173,243 - 187,617
03	66,631 - 75,654	92,926 - 101,110	132,795 - 144,102	161,556 - 170,289	187,618 - 197,200
04**	75,655 - 77,924	101,111 - 104,143	144,103 - 148,425	170,290 - 175,398	197,200 - 197,200***
05**	77,925 - 80,262	104,144 - 107,267	148,426 - 152,878	175,399 - 180,660	197,200 - 197,200****

Locality Area: Huntsville-Decatur, AL-TN

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2191 Curr. Yr Rate: 0.2191 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 - 42,167	42,423 - 50,891	52,551 - 62,819	64,279 - 76,607
02	38,637 - 41,326	42,168 - 46,444	50,892 - 57,243	62,820 - 70,520	76,608 - 85,852
03	41,327 - 43,120	46,445 - 49,296	57,244 - 61,477	70,521 - 75,654	85,853 - 92,016
04**	43,121 - 44,414	49,297 - 50,775	61,478 - 63,321	75,655 - 77,924	92,017 - 94,776
05**	44,415 - 45,746	50,776 - 52,298	63,322 - 65,221	77,925 - 80,262	94,777 - 97,619

Locality Area: Huntsville-Decatur, AL-TN

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: 0.2191 Curr. Yr Rate: 0.2191 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 - 47,218	52,551 - 70,091	77,772 - 97,066	110,847 - 137,266	154,075 - 173,242
02	47,219 - 56,345	70,092 - 83,246	97,067 - 111,536	137,267 - 157,080	173,243 - 187,617
03	56,346 - 62,430	83,247 - 92,016	111,537 - 121,183	157,081 - 170,289	187,618 - 197,200
04**	62,431 - 64,303	92,017 - 94,776	121,184 - 124,818	170,290 - 175,398	197,200 - 197,200***
05**	64,304 - 66,232	94,777 - 97,619	124,819 - 128,563	175,399 - 180,660	197,200 - 197,200****

Locality Area: Huntsville-Decatur, AL-TN

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2191 Curr. Yr Rate: 0.2191 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 - 41,380	42,423 - 57,192	64,279 - 76,607	77,772 - 97,066	110,847 - 125,627
02	41,381 - 46,130	57,193 - 68,269	76,608 - 85,852	97,067 - 111,536	125,628 - 136,712
03	46,131 - 49,296	68,270 - 75,654	85,853 - 92,016	111,537 - 121,183	136,713 - 144,102
04**	49,297 - 50,775	75,655 - 77,924	92,017 - 94,776	121,184 - 124,818	144,103 - 148,425
05**	50,776 - 52,298	77,925 - 80,262	94,777 - 97,619	124,819 - 128,563	148,426 - 152,878

Locality Area: Huntsville-Decatur, AL-TN

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.