

2026

## Alternative Personnel Management System

Huntsville-Decatur, AL-TN

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V		
\$35,048	\$66,232	\$52,551	\$97,619	\$128,563	\$180,660	\$197,200																	
\$62,430		\$92,016					\$77,772	\$110,847	\$154,075														
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$52,298		\$80,262	\$97,619	\$128,563		\$152,878															
\$35,048		\$42,423					\$64,279	\$77,772	\$110,847														
\$49,296		\$75,654					\$92,016	\$121,183	\$144,102														
ADMINISTRATIVE PAY PLAN: ZA				\$80,262			\$107,267															\$197,200	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746	\$52,298	\$65,221	\$80,262	\$97,619																		
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
21.91	21.91	1.2191 / 1.2191 = 1

# NIST Pay Tables

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## 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
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
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

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## 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
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
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.