

2026

## Alternative Personnel Management System

Houston-The Woodlands, TX

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V		
\$35,048	\$72,224	\$58,193	\$108,103	\$142,368	\$197,200	\$197,200																	
\$68,078		\$101,897					\$86,123														\$170,618		
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$57,914		\$88,879		\$108,103			\$142,368		\$169,293												
\$35,048		\$46,979					\$71,181																
\$54,589		\$83,777					\$101,897																
ADMINISTRATIVE PAY PLAN: ZA				\$88,879				\$118,785				\$169,293		\$197,200								\$197,200	
\$35,048							\$71,181					\$103,225											
\$83,777							\$111,966					\$159,575											
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,764	\$57,914	\$72,224	\$88,879		\$108,103																	
I	II	III	IV	V																			
\$35,048	\$37,406	\$46,979	\$58,193	\$71,181																			
\$43,137	\$54,589	\$68,078	\$83,777	\$101,897																			
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		
35	35	1.35	/	1.35 = 1

# NIST Pay Tables

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## ADMINISTRATIVE

Pay Plan: ZA    Effective: January 11, 2026

Prev. Yr Rate: 0.35    Curr. Yr Rate: 0.35    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 - 56,705	71,181 - 89,308	103,225 - 128,269	145,052 - 164,395	170,618 - 182,432
02	56,706 - 72,948	89,309 - 102,903	128,270 - 147,053	164,396 - 178,902	182,433 - 191,293
03	72,949 - 83,777	102,904 - 111,966	147,054 - 159,575	178,903 - 188,573	191,294 - 197,200
04**	83,778 - 86,290	111,967 - 115,325	159,576 - 164,362	188,574 - 194,230	197,200 - 197,200***
05**	86,291 - 88,879	115,326 - 118,785	164,363 - 169,293	194,231 - 197,200	197,200 - 197,200****

Locality Area: Houston-The Woodlands, TX

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS    Effective: January 11, 2026

Prev. Yr Rate: 0.35    Curr. Yr Rate: 0.35    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 - 38,643	37,406 - 45,043	46,979 - 56,356	58,193 - 69,564	71,181 - 84,833
02	38,644 - 41,339	45,044 - 50,771	56,357 - 63,389	69,565 - 78,092	84,834 - 95,071
03	41,340 - 43,137	50,772 - 54,589	63,390 - 68,078	78,093 - 83,777	95,072 - 101,897
04**	43,138 - 44,431	54,590 - 56,227	68,079 - 70,120	83,778 - 86,290	101,898 - 104,954
05**	44,432 - 45,764	56,228 - 57,914	70,121 - 72,224	86,291 - 88,879	104,955 - 108,103

Locality Area: Houston-The Woodlands, TX

### 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: 0.35    Curr. Yr Rate: 0.35    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 - 49,728	58,193 - 77,617	86,123 - 107,488	122,749 - 152,004	170,618 - 182,432
02	49,729 - 60,738	77,618 - 92,185	107,489 - 123,512	152,005 - 173,945	182,433 - 191,293
03	60,739 - 68,078	92,186 - 101,897	123,513 - 134,195	173,946 - 188,573	191,294 - 197,200
04**	68,079 - 70,120	101,898 - 104,954	134,196 - 138,221	188,574 - 194,230	197,200 - 197,200***
05**	70,121 - 72,224	104,955 - 108,103	138,222 - 142,368	194,231 - 197,200	197,200 - 197,200****

Locality Area: Houston-The Woodlands, TX

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 11, 2026

Prev. Yr Rate: 0.35    Curr. Yr Rate: 0.35    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 - 43,733	46,979 - 63,334	71,181 - 84,833	86,123 - 107,488	122,749 - 139,116
02	43,734 - 50,247	63,335 - 75,600	84,834 - 95,071	107,489 - 123,512	139,117 - 151,391
03	50,248 - 54,589	75,601 - 83,777	95,072 - 101,897	123,513 - 134,195	151,392 - 159,575
04**	54,590 - 56,227	83,778 - 86,290	101,898 - 104,954	134,196 - 138,221	159,576 - 164,362
05**	56,228 - 57,914	86,291 - 88,879	104,955 - 108,103	138,222 - 142,368	164,363 - 169,293

Locality Area: Houston-The Woodlands, TX

### 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.