

2026 Alternative Personnel Management System

Houston-The Woodlands, TX

CAREER PATH																								
SCIENTIFIC AND ENGINEERING						\$72,224						\$108,103			\$142,368			\$197,200			\$197,200			
	I					II					III		IV			V								
	PAY PLAN: ZP					\$35,048	\$58,193					\$86,123		\$122,749			\$170,618							
						\$68,078	\$101,897					\$134,195		\$188,573			\$197,200							
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$57,914				\$88,879				\$108,103			\$142,368			\$169,293						
	I			II			III			IV			V											
	PAY PLAN: ZT			\$35,048	\$46,979			\$71,181			\$86,123			\$122,749										
				\$54,589	\$83,777			\$101,897			\$134,195			\$159,575										
ADMINISTRATIVE							\$88,879					\$118,785			\$169,293			\$197,200			\$197,200			
	I						II				III		IV			V								
	PAY PLAN: ZA						\$35,048	\$71,181				\$103,225		\$145,052			\$170,618							
							\$83,777	\$111,966				\$159,575		\$188,573			\$197,200							
ADMINISTRATIVE SUPPORT		\$45,764			\$57,914			\$72,224			\$88,879			\$108,103										
	I		II		III		IV		V															
	PAY PLAN: ZS		\$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

35

2026 rate

35

NIST Locality Increase Differential

1.35 / 1.35 = 1

NIST Pay Tables

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
Interval					
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
Interval					
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

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
Interval					
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
Interval					
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.