

# 2026 Alternative Personnel Management System

Indianapolis-Carmel-Muncie, IN

CAREER PATH																							
SCIENTIFIC AND ENGINEERING						\$66,232						\$94,609			\$124,598				\$175,088			\$197,200	
	I					II					III			IV			V						
	\$35,048					\$50,930					\$75,374			\$107,428			\$149,323						
PAY PLAN: ZP	\$62,430					\$89,178					\$117,446			\$165,037			\$194,122						
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,684					\$77,786				\$94,609			\$124,598			\$148,163				
	I			II				III			IV		V										
	\$35,048			\$41,115				\$62,297			\$75,374		\$107,428										
PAY PLAN: ZT	\$47,775			\$73,320				\$89,178			\$117,446		\$139,658										
ADMINISTRATIVE								\$77,786					\$103,959				\$148,163			\$175,088			\$197,200
	I							II				III			IV			V					
	\$35,048							\$62,297				\$90,341			\$126,947			\$149,323					
PAY PLAN: ZA	\$73,320							\$97,991				\$139,658			\$165,037			\$194,122					
ADMINISTRATIVE SUPPORT		\$45,746		\$50,684		\$63,209		\$77,786		\$94,609													
	I		II		III		IV		V														
	\$35,048		\$36,464		\$41,115		\$50,930		\$62,297														
PAY PLAN: ZS	\$43,120		\$47,775		\$59,581		\$73,320		\$89,178														
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 \$7,440.80

2025    rate

18.15

2026    rate

18.15

NIST Locality Increase Differential

1.1815    /    1.1815    =    1

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 11, 2026**

Prev. Yr Rate: **0.1815** Curr. Yr Rate: **0.1815** 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 - 52,058	62,297 - 78,161	90,341 - 112,260	126,947 - 143,876	149,323 - 169,234
02	52,059 - 64,815	78,162 - 90,059	112,261 - 128,699	143,877 - 156,573	169,235 - 184,167
03	64,816 - 73,320	90,060 - 97,991	128,700 - 139,658	156,574 - 165,037	184,168 - 194,122
04**	73,321 - 75,520	97,992 - 100,931	139,659 - 143,848	165,038 - 169,988	194,123 - 197,200***
05**	75,521 - 77,786	100,932 - 103,959	143,849 - 148,163	169,989 - 175,088	197,200 - 197,200****

Locality Area: **Indianapolis-Carmel-Muncie, IN**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 11, 2026**

Prev. Yr Rate: **0.1815** Curr. Yr Rate: **0.1815** 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 - 41,491	41,115 - 49,322	50,930 - 60,881	62,297 - 74,244
02	38,637 - 41,326	41,492 - 45,261	49,323 - 55,477	60,882 - 68,344	74,245 - 83,204
03	41,327 - 43,120	45,262 - 47,775	55,478 - 59,581	68,345 - 73,320	83,205 - 89,178
04**	43,121 - 44,414	47,776 - 49,208	59,582 - 61,368	73,321 - 75,520	89,179 - 91,853
05**	44,415 - 45,746	49,209 - 50,684	61,369 - 63,209	75,521 - 77,786	91,854 - 94,609

Locality Area: **Indianapolis-Carmel-Muncie, IN**

### 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: 0.1815 Curr. Yr Rate: 0.1815 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	50,930 - 67,929	75,374 - 94,073	107,428 - 133,032	149,323 - 169,234
02	47,219 - 56,345	67,930 - 80,678	94,074 - 108,097	133,033 - 152,235	169,235 - 184,167
03	56,346 - 62,430	80,679 - 89,178	108,098 - 117,446	152,236 - 165,037	184,168 - 194,122
04**	62,431 - 64,303	89,179 - 91,853	117,447 - 120,969	165,038 - 169,988	194,123 - 197,200***
05**	64,304 - 66,232	91,854 - 94,609	120,970 - 124,598	169,989 - 175,088	197,200 - 197,200****

Locality Area: Indianapolis-Carmel-Muncie, IN

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.1815 Curr. Yr Rate: 0.1815 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 - 40,704	41,115 - 55,428	62,297 - 74,244	75,374 - 94,073	107,428 - 121,752
02	40,705 - 44,947	55,429 - 66,163	74,245 - 83,204	94,074 - 108,097	121,753 - 132,496
03	44,948 - 47,775	66,164 - 73,320	83,205 - 89,178	108,098 - 117,446	132,497 - 139,658
04**	47,776 - 49,208	73,321 - 75,520	89,179 - 91,853	117,447 - 120,969	139,659 - 143,848
05**	49,209 - 50,684	75,521 - 77,786	91,854 - 94,609	120,970 - 124,598	143,849 - 148,163

Locality Area: Indianapolis-Carmel-Muncie, IN

### 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.