

2026

Alternative Personnel Management System

Indianapolis-Carmel-Muncie, IN

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					\$66,232	II					\$94,609	III					\$124,598	IV					\$175,088	V					\$197,200
	\$35,048	\$62,430	\$50,930	\$89,178	\$75,374	\$117,446	\$107,428	\$165,037	\$149,323	\$194,122																				
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	I					\$50,684	II					\$77,786	III					\$94,609	IV					\$124,598	V					
	\$35,048	\$47,775	\$41,115	\$73,320	\$62,297	\$89,178	\$75,374	\$117,446	\$107,428	\$139,658																				
ADMINISTRATIVE PAY PLAN: ZA	I					\$77,786	II					\$103,959	III					\$148,163	IV					\$175,088	V					\$197,200
	\$35,048	\$73,320	\$62,297	\$97,991	\$90,341	\$139,658	\$126,947	\$165,037	\$149,323	\$194,122																				
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	I		II		III		IV		V		\$45,746	\$50,684	\$63,209	\$77,786	\$94,609															
	\$35,048	\$43,120	\$36,464	\$47,775	\$41,115	\$59,581	\$50,930	\$73,320	\$62,297	\$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	2026 rate	NIST Locality Increase Differential
18.15	18.15	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
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
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
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
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.