

2026

Alternative Personnel Management System

Las Vegas-Henderson, NV-AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$66,232					\$95,747					\$126,096					\$177,192		\$197,200				
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$35,048	\$51,293				\$78,721		\$95,747			\$126,096		\$149,944							\$151,117		
PAY PLAN: ZT	\$62,430					\$51,542					\$76,280		\$108,719								\$196,455	
ADMINISTRATIVE PAY PLAN: ZA	\$35,048					\$41,609					\$63,046		\$76,280		\$108,719						\$151,117	
PAY PLAN: ZA	\$74,202					\$74,202		\$90,250			\$118,857		\$141,337								\$196,455	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$35,048	\$45,746	\$51,293		\$63,969	\$78,721		\$95,747													\$197,200	
PAY PLAN: ZS	\$43,120		\$36,464		\$41,609		\$51,542		\$63,046												\$151,117	
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 \$7,530.40

2025 rate	2026 rate	NIST Locality Increase Differential
19.57	19.57	1.1957 / 1.1957 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.1957 Curr. Yr Rate: 0.1957 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 - 52,450	63,046 - 79,101	91,427 - 113,609	128,473 - 145,605	151,117 - 171,267
02	52,451 - 65,501	79,102 - 91,142	113,610 - 130,246	145,606 - 158,454	171,268 - 186,380
03	65,502 - 74,202	91,143 - 99,169	130,247 - 141,337	158,455 - 167,020	186,381 - 196,455
04**	74,203 - 76,428	99,170 - 102,144	141,338 - 145,577	167,021 - 172,031	196,456 - 197,200***
05**	76,429 - 78,721	102,145 - 105,208	145,578 - 149,944	172,032 - 177,192	197,200 - 197,200****

Locality Area: Las Vegas-Henderson, NV-AZ

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.1957 Curr. Yr Rate: 0.1957 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 - 41,746	41,609 - 49,915	51,542 - 61,613	63,046 - 75,137
02	38,637 - 41,326	41,747 - 45,708	49,916 - 56,144	61,614 - 69,166	75,138 - 84,205
03	41,327 - 43,120	45,709 - 48,349	56,145 - 60,297	69,167 - 74,202	84,206 - 90,250
04**	43,121 - 44,414	48,350 - 49,799	60,298 - 62,106	74,203 - 76,428	90,251 - 92,958
05**	44,415 - 45,746	49,800 - 51,293	62,107 - 63,969	76,429 - 78,721	92,959 - 95,747

Locality Area: Las Vegas-Henderson, NV-AZ

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: 0.1957 Curr. Yr Rate: 0.1957 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	51,542 - 68,746	76,280 - 95,203	108,719 - 134,631	151,117 - 171,267
02	47,219 - 56,345	68,747 - 81,648	95,204 - 109,395	134,632 - 154,064	171,268 - 186,380
03	56,346 - 62,430	81,649 - 90,250	109,396 - 118,857	154,065 - 167,020	186,381 - 196,455
04**	62,431 - 64,303	90,251 - 92,958	118,858 - 122,423	167,021 - 172,031	196,456 - 197,200***
05**	64,304 - 66,232	92,959 - 95,747	122,424 - 126,096	172,032 - 177,192	197,200 - 197,200****

Locality Area: Las Vegas-Henderson, NV-AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.1957 Curr. Yr Rate: 0.1957 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 - 40,960	41,609 - 56,095	63,046 - 75,137	76,280 - 95,203	108,719 - 123,216
02	40,961 - 45,393	56,096 - 66,959	75,138 - 84,205	95,204 - 109,395	123,217 - 134,089
03	45,394 - 48,349	66,960 - 74,202	84,206 - 90,250	109,396 - 118,857	134,090 - 141,337
04**	48,350 - 49,799	74,203 - 76,428	90,251 - 92,958	118,858 - 122,423	141,338 - 145,577
05**	49,800 - 51,293	76,429 - 78,721	92,959 - 95,747	122,424 - 126,096	145,578 - 149,944

Locality Area: Las Vegas-Henderson, NV-AZ

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.