

2026 Alternative Personnel Management System

Milwaukee-Racine-Waukesha, WI

CAREER PATH																								
SCIENTIFIC AND ENGINEERING						\$66,232						\$98,028			\$129,101			\$181,415			\$197,200			
	I					II					III		IV				V							
	PAY PLAN: ZP					\$35,048					\$52,770					\$78,098		\$111,310				\$154,719		

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

22.42

2026 rate

22.42

NIST Locality Increase Differential

1.2242 / 1.2242 = 1

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2242** Curr. Yr Rate: **0.2242** 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 - 53,236	64,548 - 80,986	93,606 - 116,317	131,535 - 149,075	154,719 - 173,599
02	53,237 - 66,876	80,987 - 93,314	116,318 - 133,350	149,076 - 162,231	173,600 - 187,760
03	66,877 - 75,970	93,315 - 101,533	133,351 - 144,705	162,232 - 171,001	187,761 - 197,200
04**	75,971 - 78,249	101,534 - 104,579	144,706 - 149,046	171,002 - 176,131	197,200 - 197,200***
05**	78,250 - 80,596	104,580 - 107,716	149,047 - 153,517	176,132 - 181,415	197,200 - 197,200****

Locality Area: **Milwaukee-Racine-Waukesha, WI**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2242** Curr. Yr Rate: **0.2242** 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 - 42,259	42,601 - 51,105	52,770 - 63,081	64,548 - 76,927
02	38,637 - 41,326	42,260 - 46,605	51,106 - 57,482	63,082 - 70,814	76,928 - 86,211
03	41,327 - 43,120	46,606 - 49,502	57,483 - 61,734	70,815 - 75,970	86,212 - 92,401
04**	43,121 - 44,414	49,503 - 50,987	61,735 - 63,586	75,971 - 78,249	92,402 - 95,173
05**	44,415 - 45,746	50,988 - 52,517	63,587 - 65,494	78,250 - 80,596	95,174 - 98,028

Locality Area: **Milwaukee-Racine-Waukesha, WI**

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: 0.2242 Curr. Yr Rate: 0.2242 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	52,770 - 70,384	78,098 - 97,472	111,310 - 137,839	154,719 - 173,599
02	47,219 - 56,345	70,385 - 83,594	97,473 - 112,003	137,840 - 157,736	173,600 - 187,760
03	56,346 - 62,430	83,595 - 92,401	112,004 - 121,690	157,737 - 171,001	187,761 - 197,200
04**	62,431 - 64,303	92,402 - 95,173	121,691 - 125,341	171,002 - 176,131	197,200 - 197,200***
05**	64,304 - 66,232	95,174 - 98,028	125,342 - 129,101	176,132 - 181,415	197,200 - 197,200****

Locality Area: Milwaukee-Racine-Waukesha, WI

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2242 Curr. Yr Rate: 0.2242 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 - 41,472	42,601 - 57,432	64,548 - 76,927	78,098 - 97,472	111,310 - 126,152
02	41,473 - 46,290	57,433 - 68,555	76,928 - 86,211	97,473 - 112,003	126,153 - 137,284
03	46,291 - 49,502	68,556 - 75,970	86,212 - 92,401	112,004 - 121,690	137,285 - 144,705
04**	49,503 - 50,987	75,971 - 78,249	92,402 - 95,173	121,691 - 125,341	144,706 - 149,046
05**	50,988 - 52,517	78,250 - 80,596	95,174 - 98,028	125,342 - 129,101	149,047 - 153,517

Locality Area: Milwaukee-Racine-Waukesha, WI

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.