

2026

## Alternative Personnel Management System

Milwaukee-Racine-Waukesha, WI

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$66,232					\$98,028					\$129,101					\$181,415				\$197,200		
	\$35,048					\$52,770					\$78,098					\$111,310				\$154,719		
	\$62,430					\$92,401					\$121,690					\$171,001				\$197,200		
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$52,517				\$80,596					\$98,028					\$129,101				\$153,517		
ADMINISTRATIVE PAY PLAN: ZA						\$80,596					\$107,716					\$153,517				\$181,415		
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$52,517		\$65,494		\$80,596				\$98,028											
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	2026 rate	NIST Locality Increase Differential		
22.42	22.42	1.2242	/	1.2242 = 1

# NIST Pay Tables

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## 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
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
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

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## 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
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
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.