

2026

Alternative Personnel Management System

Minneapolis-St. Paul, MN-WI

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$68,276					\$102,192					\$134,585					\$189,121				\$197,200		
	\$35,048					\$55,012					\$81,415					\$116,038				\$161,291		
	\$64,356					\$96,326					\$126,859					\$178,265				\$197,200		
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$54,747				\$84,020		\$102,192			\$134,585			\$160,039								
ADMINISTRATIVE PAY PLAN: ZA						\$84,020					\$112,291			\$160,039		\$189,121			\$197,200			
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$54,747		\$68,276		\$84,020		\$102,192													
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		
27.62	27.62	1.2762	/	1.2762 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2762 Curr. Yr Rate: 0.2762 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 - 54,670	67,290 - 84,426	97,582 - 121,258	137,123 - 155,408	161,291 - 177,251
02	54,671 - 69,386	84,427 - 97,277	121,259 - 139,014	155,409 - 169,122	177,252 - 189,220
03	69,387 - 79,197	97,278 - 105,845	139,015 - 150,852	169,123 - 178,265	189,221 - 197,200
04**	79,198 - 81,573	105,846 - 109,020	150,853 - 155,378	178,266 - 183,613	197,200 - 197,200***
05**	81,574 - 84,020	109,021 - 112,291	155,379 - 160,039	183,614 - 189,121	197,200 - 197,200****

Locality Area: Minneapolis-St. Paul, MN-WI

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2762 Curr. Yr Rate: 0.2762 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 - 43,193	44,410 - 53,275	55,012 - 65,761	67,290 - 80,195
02	38,637 - 41,326	43,194 - 48,240	53,276 - 59,924	65,762 - 73,823	80,196 - 89,874
03	41,327 - 43,120	48,241 - 51,604	59,925 - 64,356	73,824 - 79,197	89,875 - 96,326
04**	43,121 - 44,414	51,605 - 53,152	64,357 - 66,287	79,198 - 81,573	96,327 - 99,216
05**	44,415 - 45,746	53,153 - 54,747	66,288 - 68,276	81,574 - 84,020	99,217 - 102,192

Locality Area: Minneapolis-St. Paul, MN-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: 0.2762 Curr. Yr Rate: 0.2762 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 - 48,074	55,012 - 73,374	81,415 - 101,612	116,038 - 143,694	161,291 - 177,251
02	48,075 - 57,843	73,375 - 87,145	101,613 - 116,760	143,695 - 164,437	177,252 - 189,220
03	57,844 - 64,356	87,146 - 96,326	116,761 - 126,859	164,438 - 178,265	189,221 - 197,200
04**	64,357 - 66,287	96,327 - 99,216	126,860 - 130,665	178,266 - 183,613	197,200 - 197,200***
05**	66,288 - 68,276	99,217 - 102,192	130,666 - 134,585	183,614 - 189,121	197,200 - 197,200****

Locality Area: Minneapolis-St. Paul, MN-WI

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2762 Curr. Yr Rate: 0.2762 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 - 42,406	44,410 - 59,871	67,290 - 80,195	81,415 - 101,612	116,038 - 131,511
02	42,407 - 47,925	59,872 - 71,467	80,196 - 89,874	101,613 - 116,760	131,512 - 143,116
03	47,926 - 51,604	71,468 - 79,197	89,875 - 96,326	116,761 - 126,859	143,117 - 150,852
04**	51,605 - 53,152	79,198 - 81,573	96,327 - 99,216	126,860 - 130,665	150,853 - 155,378
05**	53,153 - 54,747	81,574 - 84,020	99,217 - 102,192	130,666 - 134,585	155,379 - 160,039

Locality Area: Minneapolis-St. Paul, MN-WI

For Paths ZA & ZP

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*** 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.