

2026

## Alternative Personnel Management System

Omaha-Council Bluffs-Fremont, NE-IA

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V					
\$35,048	\$66,232	\$50,964	\$94,673	\$124,683	\$175,205	\$197,200																				
\$62,430		\$89,239					\$75,425	\$107,501	\$149,424																	
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$50,718		\$77,838	\$94,673	\$124,683		\$148,264																		
\$35,048		\$41,143					\$62,339	\$75,425	\$107,501																	
\$47,807		\$73,370					\$89,239	\$117,525	\$139,753																	
ADMINISTRATIVE PAY PLAN: ZA							\$77,838																			
\$35,048							\$62,339																			
\$73,370							\$98,058																			
ADMINISTRATIVE SUPPORT PAY PLAN: ZS		\$45,746		\$50,718		\$63,252		\$77,838		\$94,673																
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 \$7,446.40

2025 rate	2026 rate	NIST Locality Increase Differential
18.23	18.23	1.1823 / 1.1823 = 1

# NIST Pay Tables

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## ADMINISTRATIVE

Pay Plan: ZA    Effective: January 11, 2026

Prev. Yr Rate: 0.1823    Curr. Yr Rate: 0.1823    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 - 52,080	62,339 - 78,214	90,402 - 112,336	127,033 - 143,973	149,424 - 169,348
02	52,081 - 64,854	78,215 - 90,120	112,337 - 128,786	143,974 - 156,678	169,349 - 184,291
03	64,855 - 73,370	90,121 - 98,058	128,787 - 139,753	156,679 - 165,148	184,292 - 194,253
04**	73,371 - 75,571	98,059 - 101,000	139,754 - 143,946	165,149 - 170,102	194,254 - 197,200***
05**	75,572 - 77,838	101,001 - 104,030	143,947 - 148,264	170,103 - 175,205	197,200 - 197,200****

Locality Area: Omaha-Council Bluffs-Fremont, NE-IA

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS    Effective: January 11, 2026

Prev. Yr Rate: 0.1823    Curr. Yr Rate: 0.1823    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 - 41,505	41,143 - 49,355	50,964 - 60,922	62,339 - 74,295
02	38,637 - 41,326	41,506 - 45,286	49,356 - 55,515	60,923 - 68,391	74,296 - 83,261
03	41,327 - 43,120	45,287 - 47,807	55,516 - 59,621	68,392 - 73,370	83,262 - 89,239
04**	43,121 - 44,414	47,808 - 49,241	59,622 - 61,410	73,371 - 75,571	89,240 - 91,916
05**	44,415 - 45,746	49,242 - 50,718	61,411 - 63,252	75,572 - 77,838	91,917 - 94,673

Locality Area: Omaha-Council Bluffs-Fremont, NE-IA

### 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: 0.1823    Curr. Yr Rate: 0.1823    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	50,964 - 67,975	75,425 - 94,136	107,501 - 133,122	149,424 - 169,348
02	47,219 - 56,345	67,976 - 80,733	94,137 - 108,169	133,123 - 152,338	169,349 - 184,291
03	56,346 - 62,430	80,734 - 89,239	108,170 - 117,525	152,339 - 165,148	184,292 - 194,253
04**	62,431 - 64,303	89,240 - 91,916	117,526 - 121,051	165,149 - 170,102	194,254 - 197,200***
05**	64,304 - 66,232	91,917 - 94,673	121,052 - 124,683	170,103 - 175,205	197,200 - 197,200****

Locality Area: Omaha-Council Bluffs-Fremont, NE-IA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 11, 2026

Prev. Yr Rate: 0.1823    Curr. Yr Rate: 0.1823    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 - 40,719	41,143 - 55,466	62,339 - 74,295	75,425 - 94,136	107,501 - 121,835
02	40,720 - 44,972	55,467 - 66,208	74,296 - 83,261	94,137 - 108,169	121,836 - 132,586
03	44,973 - 47,807	66,209 - 73,370	83,262 - 89,239	108,170 - 117,525	132,587 - 139,753
04**	47,808 - 49,241	73,371 - 75,571	89,240 - 91,916	117,526 - 121,051	139,754 - 143,946
05**	49,242 - 50,718	75,572 - 77,838	91,917 - 94,673	121,052 - 124,683	143,947 - 148,264

Locality Area: Omaha-Council Bluffs-Fremont, NE-IA

### 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.