

2026 Alternative Personnel Management System

Omaha-Council Bluffs-Fremont, NE-IA

CAREER PATH																								
SCIENTIFIC AND ENGINEERING						\$66,232						\$94,673			\$124,683			\$175,205			\$197,200			
	I					II					III		IV			V								
	\$35,048					\$50,964					\$75,425		\$107,501			\$149,424								
PAY PLAN: ZP	\$62,430					\$89,239					\$117,525		\$165,148			\$194,253								
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,718				\$77,838				\$94,673			\$124,683			\$148,264						
	I			II			III			IV		V												
	\$35,048			\$41,143			\$62,339			\$75,425		\$107,501												
PAY PLAN: ZT	\$47,807			\$73,370			\$89,239			\$117,525		\$139,753												
ADMINISTRATIVE							\$77,838					\$104,030				\$148,264			\$175,205			\$197,200		
	I						II				III			IV			V							
	\$35,048						\$62,339				\$90,402			\$127,033			\$149,424							
PAY PLAN: ZA	\$73,370						\$98,058				\$139,753			\$165,148			\$194,253							
ADMINISTRATIVE SUPPORT		\$45,746			\$50,718			\$63,252			\$77,838			\$94,673										
	I		II		III		IV		V															
	\$35,048		\$36,464		\$41,143		\$50,964		\$62,339															
PAY PLAN: ZS	\$43,120		\$47,807		\$59,621		\$73,370		\$89,239															
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

18.23

2026 rate

18.23

NIST Locality Increase Differential

1.1823 / 1.1823 = 1

NIST Pay Tables

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
Interval					
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
Interval					
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

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
Interval					
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
Interval					
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.