

2026

Alternative Personnel Management System

Phoenix-Mesa, AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					\$66,232	II					\$98,053	III					\$129,133	IV					\$181,459	V					\$197,200	
	\$35,048	\$52,783	\$92,424	\$78,117	\$121,720	\$111,338	\$171,043	\$154,757	\$197,200																						
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	I					\$52,529	II					\$80,617	\$98,053	III					\$129,133	IV					\$153,555	V					\$154,757
ADMINISTRATIVE PAY PLAN: ZA	I					\$80,617	II					\$107,743	\$107,743	III					\$153,555	IV					\$181,459	V					\$197,200
	\$35,048	\$42,611	\$75,989	\$64,564	\$121,720	\$111,338	\$93,629	\$131,568	\$154,757	\$75,989	\$101,558	\$144,741	\$144,741	\$171,043	\$171,043	\$197,200															
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	I		II		III		IV		V		\$45,746		\$52,529		\$65,509		\$80,617		\$98,053												
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
22.45	22.45	1.2245 / 1.2245 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2245 Curr. Yr Rate: 0.2245 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 - 53,244	64,564 - 81,006	93,629 - 116,345	131,568 - 149,112	154,757 - 173,621
02	53,245 - 66,891	81,007 - 93,337	116,346 - 133,383	149,113 - 162,271	173,622 - 187,768
03	66,892 - 75,989	93,338 - 101,558	133,384 - 144,741	162,272 - 171,043	187,769 - 197,200
04**	75,990 - 78,269	101,559 - 104,605	144,742 - 149,083	171,044 - 176,174	197,200 - 197,200***
05**	78,270 - 80,617	104,606 - 107,743	149,084 - 153,555	176,175 - 181,459	197,200 - 197,200****

Locality Area: Phoenix-Mesa, AZ

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2245 Curr. Yr Rate: 0.2245 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 - 42,264	42,611 - 51,117	52,783 - 63,097	64,564 - 76,946
02	38,637 - 41,326	42,265 - 46,614	51,118 - 57,496	63,098 - 70,832	76,947 - 86,233
03	41,327 - 43,120	46,615 - 49,514	57,497 - 61,749	70,833 - 75,989	86,234 - 92,424
04**	43,121 - 44,414	49,515 - 50,999	61,750 - 63,601	75,990 - 78,269	92,425 - 95,197
05**	44,415 - 45,746	51,000 - 52,529	63,602 - 65,509	78,270 - 80,617	95,198 - 98,053

Locality Area: Phoenix-Mesa, AZ

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: 0.2245 Curr. Yr Rate: 0.2245 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	52,783 - 70,401	78,117 - 97,496	111,338 - 137,874	154,757 - 173,621
02	47,219 - 56,345	70,402 - 83,615	97,497 - 112,030	137,875 - 157,775	173,622 - 187,768
03	56,346 - 62,430	83,616 - 92,424	112,031 - 121,720	157,776 - 171,043	187,769 - 197,200
04**	62,431 - 64,303	92,425 - 95,197	121,721 - 125,372	171,044 - 176,174	197,200 - 197,200***
05**	64,304 - 66,232	95,198 - 98,053	125,373 - 129,133	176,175 - 181,459	197,200 - 197,200****

Locality Area: Phoenix-Mesa, AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2245 Curr. Yr Rate: 0.2245 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 - 41,477	42,611 - 57,446	64,564 - 76,946	78,117 - 97,496	111,338 - 126,184
02	41,478 - 46,299	57,447 - 68,572	76,947 - 86,233	97,497 - 112,030	126,185 - 137,318
03	46,300 - 49,514	68,573 - 75,989	86,234 - 92,424	112,031 - 121,720	137,319 - 144,741
04**	49,515 - 50,999	75,990 - 78,269	92,425 - 95,197	121,721 - 125,372	144,742 - 149,083
05**	51,000 - 52,529	78,270 - 80,617	95,198 - 98,053	125,373 - 129,133	149,084 - 153,555

Locality Area: Phoenix-Mesa, AZ

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.