

2026

## Alternative Personnel Management System

Raleigh-Durham-Cary, NC

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$66,232					\$97,885					\$128,911					\$181,149				\$197,200		
	\$35,048					\$52,693					\$77,983					\$111,147				\$154,492		
	\$62,430					\$92,266					\$121,511					\$170,750				\$197,200		
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$52,439				\$80,478		\$97,885			\$128,911			\$153,293								
ADMINISTRATIVE PAY PLAN: ZA						\$80,478					\$107,557			\$153,293		\$181,149			\$197,200			
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$52,439		\$65,397		\$80,478		\$97,885													
Corresponding GS Grade	1	2	3	4	5	6	7	8	9	10	11	12	13								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		
22.24	22.24	1.2224	/	1.2224 = 1

# NIST Pay Tables

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## ADMINISTRATIVE

Pay Plan: ZA    Effective: January 11, 2026

Prev. Yr Rate: 0.2224    Curr. Yr Rate: 0.2224    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 - 53,186	64,453 - 80,866	93,468 - 116,146	131,342 - 148,857	154,492 - 173,473
02	53,187 - 66,789	80,867 - 93,176	116,147 - 133,154	148,858 - 161,993	173,474 - 187,709
03	66,790 - 75,858	93,177 - 101,383	133,155 - 144,493	161,994 - 170,750	187,710 - 197,200
04**	75,859 - 78,134	101,384 - 104,424	144,494 - 148,828	170,751 - 175,873	197,200 - 197,200***
05**	78,135 - 80,478	104,425 - 107,557	148,829 - 153,293	175,874 - 181,149	197,200 - 197,200****

Locality Area: Raleigh-Durham-Cary, NC

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS    Effective: January 11, 2026

Prev. Yr Rate: 0.2224    Curr. Yr Rate: 0.2224    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 - 42,226	42,538 - 51,029	52,693 - 62,989	64,453 - 76,814
02	38,637 - 41,326	42,227 - 46,548	51,030 - 57,397	62,990 - 70,710	76,815 - 86,085
03	41,327 - 43,120	46,549 - 49,429	57,398 - 61,643	70,711 - 75,858	86,086 - 92,266
04**	43,121 - 44,414	49,430 - 50,912	61,644 - 63,492	75,859 - 78,134	92,267 - 95,034
05**	44,415 - 45,746	50,913 - 52,439	63,493 - 65,397	78,135 - 80,478	95,035 - 97,885

Locality Area: Raleigh-Durham-Cary, NC

### 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: 0.2224    Curr. Yr Rate: 0.2224    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	52,693 - 70,281	77,983 - 97,329	111,147 - 137,637	154,492 - 173,473
02	47,219 - 56,345	70,282 - 83,472	97,330 - 111,838	137,638 - 157,505	173,474 - 187,709
03	56,346 - 62,430	83,473 - 92,266	111,839 - 121,511	157,506 - 170,750	187,710 - 197,200
04**	62,431 - 64,303	92,267 - 95,034	121,512 - 125,156	170,751 - 175,873	197,200 - 197,200***
05**	64,304 - 66,232	95,035 - 97,885	125,157 - 128,911	175,874 - 181,149	197,200 - 197,200****

Locality Area: Raleigh-Durham-Cary, NC

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 11, 2026

Prev. Yr Rate: 0.2224    Curr. Yr Rate: 0.2224    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 - 41,440	42,538 - 57,347	64,453 - 76,814	77,983 - 97,329	111,147 - 125,967
02	41,441 - 46,233	57,348 - 68,454	76,815 - 86,085	97,330 - 111,838	125,968 - 137,083
03	46,234 - 49,429	68,455 - 75,858	86,086 - 92,266	111,839 - 121,511	137,084 - 144,493
04**	49,430 - 50,912	75,859 - 78,134	92,267 - 95,034	121,512 - 125,156	144,494 - 148,828
05**	50,913 - 52,439	78,135 - 80,478	95,035 - 97,885	125,157 - 128,911	148,829 - 153,293

Locality Area: Raleigh-Durham-Cary, NC

### 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.