

2026 Alternative Personnel Management System

Rest of U.S.

CAREER PATH																						
SCIENTIFIC AND ENGINEERING						\$66,232						\$94,541			\$123,449			\$173,472			\$197,200	
	I					II					III		IV			V						
	\$35,048					\$50,460					\$74,678		\$106,437			\$147,945						
PAY PLAN: ZP	\$62,430					\$89,114					\$116,362		\$163,514			\$192,331						
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,217				\$77,068				\$93,737			\$123,449			\$146,797				
	I			II			III			IV		V										
	\$35,048			\$40,736			\$61,722			\$74,678		\$106,437										
PAY PLAN: ZT	\$47,334			\$72,644			\$88,356			\$116,362		\$138,370										
ADMINISTRATIVE							\$77,068					\$103,000				\$146,797			\$173,472			\$197,200
PAY PLAN: ZA	I						II				III			IV			V					
	\$35,048						\$61,722				\$89,508			\$125,776			\$147,945					
	\$72,644						\$97,087				\$138,370			\$163,514			\$192,331					
ADMINISTRATIVE SUPPORT		\$45,746		\$50,217		\$62,626		\$77,068		\$93,737												
PAY PLAN: ZS	I		II		III		IV		V													
	\$35,048		\$36,464		\$40,736		\$50,460		\$61,722													
	\$43,120		\$47,334		\$59,031		\$72,644		\$88,356													
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 \$7,372.80

2025 rate

17.06

2026 rate

17.06

NIST Locality Increase Differential

1.1706 / 1.1706 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.1706 Curr. Yr Rate: 0.1706 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 - 51,757	61,722 - 77,440	89,508 - 111,224	125,776 - 142,548	147,945 - 167,672
02	51,758 - 64,289	77,441 - 89,228	111,225 - 127,512	142,549 - 155,128	167,673 - 182,467
03	64,290 - 72,644	89,229 - 97,087	127,513 - 138,370	155,129 - 163,514	182,468 - 192,331
04**	72,645 - 74,823	97,088 - 100,000	138,371 - 142,521	163,515 - 168,419	192,332 - 197,200***
05**	74,824 - 77,068	100,001 - 103,000	142,522 - 146,797	168,420 - 173,472	197,200 - 197,200****

Locality Area: Rest of U.S.

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.1706 Curr. Yr Rate: 0.1706 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 - 41,295	40,736 - 48,867	50,460 - 60,320	61,722 - 73,559
02	38,637 - 41,326	41,296 - 44,918	48,868 - 54,965	60,321 - 67,714	73,560 - 82,437
03	41,327 - 43,120	44,919 - 47,334	54,966 - 59,031	67,715 - 72,644	82,438 - 88,356
04**	43,121 - 44,414	47,335 - 48,754	59,032 - 60,802	72,645 - 74,823	88,357 - 91,007
05**	44,415 - 45,746	48,755 - 50,217	60,803 - 62,626	74,824 - 77,068	91,008 - 93,737

Locality Area: Rest of U.S.

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: 0.1706 Curr. Yr Rate: 0.1706 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	50,460 - 67,640	74,678 - 93,204	106,437 - 131,805	147,945 - 167,672
02	47,219 - 56,345	67,641 - 80,524	93,205 - 107,099	131,806 - 150,830	167,673 - 182,467
03	56,346 - 62,430	80,525 - 89,114	107,100 - 116,362	150,831 - 163,514	182,468 - 192,331
04**	62,431 - 64,303	89,115 - 91,787	116,363 - 119,853	163,515 - 168,419	192,332 - 197,200***
05**	64,304 - 66,232	91,788 - 94,541	119,854 - 123,449	168,420 - 173,472	197,200 - 197,200****

Locality Area: Rest of U.S.

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.1706 Curr. Yr Rate: 0.1706 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 - 40,508	40,736 - 54,917	61,722 - 73,559	74,678 - 93,204	106,437 - 120,629
02	40,509 - 44,604	54,918 - 65,553	73,560 - 82,437	93,205 - 107,099	120,630 - 131,274
03	44,605 - 47,334	65,554 - 72,644	82,438 - 88,356	107,100 - 116,362	131,275 - 138,370
04**	47,335 - 48,754	72,645 - 74,823	88,357 - 91,007	116,363 - 119,853	138,371 - 142,521
05**	48,755 - 50,217	74,824 - 77,068	91,008 - 93,737	119,854 - 123,449	142,522 - 146,797

Locality Area: Rest of U.S.

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.