

2026

Alternative Personnel Management System

Rest of U.S.

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V		
\$35,048	\$66,232	\$50,460	\$94,541	\$123,449	\$173,472	\$197,200																	
\$62,430		\$89,114					\$74,678	\$106,437	\$147,945														
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$50,217		\$77,068	\$93,737			\$123,449		\$146,797													
\$35,048		\$40,736					\$61,722		\$106,437														
\$47,334		\$72,644					\$88,356		\$138,370														
ADMINISTRATIVE PAY PLAN: ZA				\$77,068				\$103,000														\$197,200	
\$35,048							\$61,722		\$89,508														
\$72,644							\$97,087		\$138,370														
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746	\$50,217	\$62,626	\$77,068		\$93,737																	
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	2026 rate	NIST Locality Increase Differential
17.06	17.06	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
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
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
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
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.