

2026

Alternative Personnel Management System

Tucson-Nogales, AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V					
\$35,048	\$66,232	\$51,417	\$95,514	\$125,790	\$176,761	\$197,200																				
\$62,430		\$90,031					\$76,095	\$108,455	\$176,761	\$197,200																
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$51,169		\$78,530	\$95,514	\$125,790		\$149,581																		
\$35,048		\$41,508					\$62,893	\$76,095	\$108,455	\$176,761	\$197,200															
\$48,232		\$74,022					\$90,031	\$118,569	\$140,994	\$176,761	\$197,200															
ADMINISTRATIVE PAY PLAN: ZA							\$78,530		\$104,953		\$149,581	\$176,761														
\$35,048							\$62,893		\$91,205		\$128,162	\$176,761	\$197,200													
\$74,022							\$98,928		\$140,994		\$166,615	\$176,761	\$197,200													
ADMINISTRATIVE SUPPORT PAY PLAN: ZS		\$45,746		\$51,169		\$63,815		\$78,530		\$95,514																
I		II		III		IV		V																		
\$35,048		\$36,464		\$41,508		\$51,417		\$62,893																		
\$43,120		\$48,232		\$60,151		\$74,022		\$90,031																		
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 \$7,512.00

2025 rate

2026 rate

NIST Locality Increase Differential

19.28

19.28

1.1928 / 1.1928 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.1928 Curr. Yr Rate: 0.1928 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 - 52,370	62,893 - 78,909	91,205 - 113,333	128,162 - 145,252	150,751 - 170,852
02	52,371 - 65,361	78,910 - 90,920	113,334 - 129,930	145,253 - 158,070	170,853 - 185,928
03	65,362 - 74,022	90,921 - 98,928	129,931 - 140,994	158,071 - 166,615	185,929 - 195,978
04**	74,023 - 76,243	98,929 - 101,896	140,995 - 145,224	166,616 - 171,613	195,979 - 197,200***
05**	76,244 - 78,530	101,897 - 104,953	145,225 - 149,581	171,614 - 176,761	197,200 - 197,200****

Locality Area: Tucson-Nogales, AZ

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.1928 Curr. Yr Rate: 0.1928 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 - 41,694	41,508 - 49,794	51,417 - 61,464	62,893 - 74,954
02	38,637 - 41,326	41,695 - 45,617	49,795 - 56,008	61,465 - 68,999	74,955 - 84,000
03	41,327 - 43,120	45,618 - 48,232	56,009 - 60,151	69,000 - 74,022	84,001 - 90,031
04**	43,121 - 44,414	48,233 - 49,679	60,152 - 61,956	74,023 - 76,243	90,032 - 92,732
05**	44,415 - 45,746	49,680 - 51,169	61,957 - 63,815	76,244 - 78,530	92,733 - 95,514

Locality Area: Tucson-Nogales, 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: 0.1928 Curr. Yr Rate: 0.1928 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	51,417 - 68,579	76,095 - 94,972	108,455 - 134,304	150,751 - 170,852
02	47,219 - 56,345	68,580 - 81,450	94,973 - 109,130	134,305 - 153,691	170,853 - 185,928
03	56,346 - 62,430	81,451 - 90,031	109,131 - 118,569	153,692 - 166,615	185,929 - 195,978
04**	62,431 - 64,303	90,032 - 92,732	118,570 - 122,126	166,616 - 171,613	195,979 - 197,200***
05**	64,304 - 66,232	92,733 - 95,514	122,127 - 125,790	171,614 - 176,761	197,200 - 197,200****

Locality Area: Tucson-Nogales, AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.1928 Curr. Yr Rate: 0.1928 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 - 40,908	41,508 - 55,959	62,893 - 74,954	76,095 - 94,972	108,455 - 122,917
02	40,909 - 45,302	55,960 - 66,797	74,955 - 84,000	94,973 - 109,130	122,918 - 133,763
03	45,303 - 48,232	66,798 - 74,022	84,001 - 90,031	109,131 - 118,569	133,764 - 140,994
04**	48,233 - 49,679	74,023 - 76,243	90,032 - 92,732	118,570 - 122,126	140,995 - 145,224
05**	49,680 - 51,169	76,244 - 78,530	92,733 - 95,514	122,127 - 125,790	145,225 - 149,581

Locality Area: Tucson-Nogales, 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.