



DEMO



SETTING THE PACE FOR EXCELLENCE

2026 DEMO BASE PAY PAY TABLE Incorporating the 1% General Schedule Increase EFFECTIVE JANUARY 2026															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$22,584	\$25,393	\$27,708	\$31,103	\$34,799	\$38,791	\$43,106	\$47,738	\$52,727	\$58,064	\$63,795	\$76,463	\$90,925	\$107,446	\$126,384
Max	\$28,248	\$31,953	\$36,024	\$40,436	\$45,239	\$50,428	\$56,039	\$62,057	\$68,549	\$75,479	\$82,938	\$99,404	\$118,204	\$139,684	\$164,301
Engineering and Scientific (NN)					\$34,799			\$62,057	\$52,727		\$82,938	\$76,463	\$118,204	\$107,446	\$164,301
Professional, Technical, and Administrative (NQ)					\$34,799			\$62,057	\$52,727			\$99,404	\$90,925	\$139,684	126,384 164,301
Technical and Administrative Support (NU)	\$22,584			\$40,436	\$34,799			\$62,057	52,727 68,549						



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SETTING THE PACE FOR EXCELLENCE

2026 DEMO LOCALITY PAY TABLE WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA															
INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE + 33.94% LOCALITY															
EFFECTIVE JANUARY 2026															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$30,249	\$34,011	\$37,112	\$41,659	\$46,610	\$51,957	\$57,736	\$63,940	\$70,623	\$77,771	\$85,447	\$102,415	\$121,785	\$143,913	\$169,279
Max	\$37,835	\$42,798	\$48,251	\$54,160	\$60,593	\$67,543	\$75,059	\$83,119	\$91,815	\$101,097	\$111,087	\$133,142	\$158,322	\$187,093	\$197,200
Engineering and Scientific (NN)					\$46,610			\$83,119	\$70,623		\$111,087	\$102,415	\$158,322	\$143,913	\$197,200
Professional, Technical, and Administrative (NQ)					\$46,610			\$83,119	\$70,623			\$133,142	\$121,785	\$187,093	169,279 197,200
Technical and Administrative Support (NU)	\$30,249			\$54,160	\$46,610			\$83,119	70,623 91,815						



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2026 DEMO LOCALITY PAY TABLE SAN JOSE-SAN FRANCISCO-OAKLAND, CA															
INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE + 46.34% LOCALITY															
EFFECTIVE JANUARY 2026															
46.34%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$33,049	\$37,160	\$40,548	\$45,516	\$50,925	\$56,767	\$63,081	\$69,860	\$77,161	\$84,971	\$93,358	\$111,896	\$133,060	\$157,236	\$184,950
Max	\$41,338	\$46,760	\$52,718	\$59,174	\$66,203	\$73,796	\$82,007	\$90,814	\$100,315	\$110,456	\$121,371	\$145,468	\$172,980	\$197,200	\$197,200
Engineering and Scientific (NN)					\$50,925			\$90,814	\$77,161		\$121,371	\$111,896	\$172,980	\$157,236	\$197,200
Professional, Technical, and Administrative (NQ)					\$50,925			\$90,814	\$77,161			\$145,468	\$133,060	\$197,200	184,950 197,200
Technical and Administrative Support (NU)	\$33,049			\$59,174	\$50,925			\$90,814	77,161 100,315						



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SETTING THE PACE FOR EXCELLENCE

2026 DEMO LOCALITY PAY TABLE ALBUQUERQUE-SANTA FE-LAS VEGAS, NM															
INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE + 18.33% LOCALITY															
EFFECTIVE JANUARY 2026															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Max
	\$26,724	\$30,048	\$32,787	\$36,804	\$41,178	\$45,901	\$51,007	\$56,488	\$62,392	\$68,707	\$75,489	\$90,479	\$107,592	\$127,141	\$149,550
	\$33,426	\$37,810	\$42,627	\$47,848	\$53,531	\$59,671	\$66,311	\$73,432	\$81,114	\$89,314	\$98,141	\$117,625	\$139,871	\$165,288	\$194,417
Engineering and Scientific (NN)					\$41,178			\$73,432	\$62,392		\$98,141	\$90,479	\$139,871	\$127,141	\$194,417
Professional, Technical, and Administrative (NQ)					\$41,178			\$73,432	\$62,392			\$117,625	\$107,592	\$165,288	149,550 194,417
Technical and Administrative Support (NU)	\$26,724			\$47,848	\$41,178			\$73,432	62,392 81,114						



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SETTING THE PACE FOR EXCELLENCE

2026 DEMO LOCALITY PAY TABLE LAS VEGAS-HENDERSON, NV-AZ															
INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE + 19.57% LOCALITY															
EFFECTIVE JANUARY 2026															19.57%
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$27,004	\$30,362	\$33,130	\$37,190	\$41,609	\$46,382	\$51,542	\$57,080	\$63,046	\$69,427	\$76,280	\$91,427	\$108,719	\$128,473	\$151,117
Max	\$33,776	\$38,206	\$43,074	\$48,349	\$54,092	\$60,297	\$67,006	\$74,202	\$81,964	\$90,250	\$99,169	\$118,857	\$141,337	\$167,020	\$196,455
Engineering and Scientific (NN)					\$41,609			\$74,202	\$63,046		\$99,169	\$91,427	\$141,337	\$128,473	\$196,455
Professional, Technical, and Administrative (NQ)					\$41,609			\$74,202	\$63,046			\$118,857	\$108,719	\$167,020	\$151,117 196,455
Technical and Administrative Support (NU)	\$27,004			\$48,349	\$41,609			\$74,202	63,046 81,964						



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SETTING THE PACE FOR EXCELLENCE

2026 DEMO LOCALITY PAY TABLE KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS															
INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE + 18.97% LOCALITY															
EFFECTIVE JANUARY 2026															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$26,868	\$30,210	\$32,964	\$37,003	\$41,400	\$46,150	\$51,283	\$56,794	\$62,729	\$69,079	\$75,897	\$90,968	\$108,173	\$127,829	\$150,359
Max	\$33,607	\$38,014	\$42,858	\$48,107	\$53,821	\$59,994	\$66,670	\$73,829	\$81,553	\$89,797	\$98,671	\$118,261	\$140,627	\$166,182	\$195,469
Engineering and Scientific (NN)					\$41,400			\$73,829	\$62,729		\$98,671	\$90,968	\$140,627	\$127,829	\$195,469
Professional, Technical, and Administrative (NQ)					\$41,400			\$73,829	\$62,729			\$118,261	\$108,173	\$166,182	150,359 195,469
Technical and Administrative Support (NU)	\$26,868			\$48,107	\$41,400			\$73,829	62,729 81,553						



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SETTING THE PACE FOR EXCELLENCE

2026 DEMO LOCALITY PAY TABLE REST OF UNITED STATES INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE + 17.06% LOCALITY EFFECTIVE JANUARY 2026															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$26,437	\$29,725	\$32,435	\$36,409	\$40,736	\$45,409	\$50,460	\$55,882	\$61,722	\$67,970	\$74,678	\$89,508	\$106,437	\$125,776	\$147,945
Max	\$33,067	\$37,404	\$42,170	\$47,334	\$52,957	\$59,031	\$65,599	\$72,644	\$80,243	\$88,356	\$97,087	\$116,362	\$138,370	\$163,514	\$192,331
Engineering and Scientific (NN)					\$40,736			\$72,644	\$61,722		\$97,087	\$89,508	\$138,370	\$125,776	\$192,331
Professional, Technical, and Administrative (NQ)					\$40,736			\$72,644	\$61,722			\$116,362	\$106,437	\$163,514	147,945 192,331
Technical and Administrative Support (NU)	\$26,437			\$47,334	\$40,736			\$72,644	61,722 80,243						



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SETTING THE PACE FOR EXCELLENCE

2026 DEMO LOCALITY PAY TABLE PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV															
INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE + 21.03% LOCALITY															
EFFECTIVE JANUARY 2026															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Max
	\$27,333	\$30,733	\$33,535	\$37,644	\$42,117	\$46,949	\$52,171	\$57,777	\$63,815	\$70,275	\$77,211	\$92,543	\$110,047	\$130,042	\$152,963
	\$34,189	\$38,673	\$43,600	\$48,940	\$54,753	\$61,033	\$67,824	\$75,108	\$82,965	\$91,352	\$100,380	\$120,309	\$143,062	\$169,060	\$197,200
Engineering and Scientific (NN)					\$42,117			\$75,108	\$63,815		\$100,380	\$92,543	\$143,062	\$130,042	\$197,200
Professional, Technical, and Administrative (NQ)					\$42,117			\$75,108	\$63,815			\$120,309	\$110,047	\$169,060	152,963 197,200
Technical and Administrative Support (NU)	\$27,333			\$48,940	\$42,117			\$75,108	63,815 82,965						



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SETTING THE PACE FOR EXCELLENCE

2026 DEMO LOCALITY PAY TABLE ALBANY-SCHENECTADY, NY-MA															
INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE + 20.77% LOCALITY															
EFFECTIVE JANUARY 2026															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Max
	\$27,275	\$30,667	\$33,463	\$37,563	\$42,027	\$46,848	\$52,059	\$57,653	\$63,678	\$70,124	\$77,045	\$92,344	\$109,810	\$129,763	\$152,634
	\$34,115	\$38,590	\$43,506	\$48,835	\$54,635	\$60,902	\$67,678	\$74,946	\$82,787	\$91,156	\$100,164	\$120,050	\$142,755	\$168,696	\$197,200
Engineering and Scientific (NN)					\$42,027			\$74,946	\$63,678		\$100,164	\$92,344	\$142,755	\$129,763	\$197,200
Professional, Technical, and Administrative (NQ)					\$42,027			\$74,946	\$63,678			\$120,050	\$109,810	\$168,696	152,634 197,200
Technical and Administrative Support (NU)	\$27,275			\$48,835	\$42,027			\$74,946	63,678 82,787						