

2026

Alternative Personnel Management System

Albany-Schenectady, NY-MA

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$66,232					\$96,708					\$127,362					\$178,970		\$197,200				
	\$35,048					\$52,059					\$77,045					\$109,810				\$152,634		
	\$62,430					\$91,156					\$120,050					\$168,696				\$197,200		
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$51,809				\$79,510		\$96,708			\$127,362			\$151,449								
	\$35,048					\$42,027					\$63,678			\$77,045			\$109,810					
	\$48,835					\$74,946					\$91,156			\$120,050			\$142,755					
ADMINISTRATIVE PAY PLAN: ZA						\$79,510					\$106,264			\$151,449			\$178,970			\$197,200		
	\$35,048							\$63,678				\$92,344			\$129,763			\$152,634				
	\$74,946							\$100,164				\$142,755			\$168,696			\$197,200				
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$51,809		\$64,611		\$79,510		\$96,708													
	\$35,048		\$36,464		\$42,027		\$52,059		\$63,678													
	\$43,120		\$48,835		\$60,902		\$74,946		\$91,156													
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 \$7,559.20

2025 rate	2026 rate	NIST Locality Increase Differential		
20.77	20.77	1.2077	/	1.2077 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2077 Curr. Yr Rate: 0.2077 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 - 52,780	63,678 - 79,894	92,344 - 114,749	129,763 - 147,067	152,634 - 172,441
02	52,781 - 66,080	79,895 - 92,056	114,750 - 131,553	147,068 - 160,044	172,442 - 187,296
03	66,081 - 74,946	92,057 - 100,164	131,554 - 142,755	160,045 - 168,696	187,297 - 197,200
04**	74,947 - 77,194	100,165 - 103,169	142,756 - 147,038	168,697 - 173,757	197,200 - 197,200***
05**	77,195 - 79,510	103,170 - 106,264	147,039 - 151,449	173,758 - 178,970	197,200 - 197,200****

Locality Area: Albany-Schenectady, NY-MA

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2077 Curr. Yr Rate: 0.2077 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 - 41,962	42,027 - 50,416	52,059 - 62,231	63,678 - 75,890
02	38,637 - 41,326	41,963 - 46,086	50,417 - 56,708	62,232 - 69,860	75,891 - 85,050
03	41,327 - 43,120	46,087 - 48,835	56,709 - 60,902	69,861 - 74,946	85,051 - 91,156
04**	43,121 - 44,414	48,836 - 50,300	60,903 - 62,729	74,947 - 77,194	91,157 - 93,891
05**	44,415 - 45,746	50,301 - 51,809	62,730 - 64,611	77,195 - 79,510	93,892 - 96,708

Locality Area: Albany-Schenectady, NY-MA

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: 0.2077 Curr. Yr Rate: 0.2077 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	52,059 - 69,435	77,045 - 96,158	109,810 - 135,982	152,634 - 172,441
02	47,219 - 56,345	69,436 - 82,468	96,159 - 110,493	135,983 - 155,610	172,442 - 187,296
03	56,346 - 62,430	82,469 - 91,156	110,494 - 120,050	155,611 - 168,696	187,297 - 197,200
04**	62,431 - 64,303	91,157 - 93,891	120,051 - 123,652	168,697 - 173,757	197,200 - 197,200***
05**	64,304 - 66,232	93,892 - 96,708	123,653 - 127,362	173,758 - 178,970	197,200 - 197,200****

Locality Area: Albany-Schenectady, NY-MA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2077 Curr. Yr Rate: 0.2077 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 - 41,176	42,027 - 56,658	63,678 - 75,890	77,045 - 96,158	109,810 - 124,452
02	41,177 - 45,771	56,659 - 67,631	75,891 - 85,050	96,159 - 110,493	124,453 - 135,434
03	45,772 - 48,835	67,632 - 74,946	85,051 - 91,156	110,494 - 120,050	135,435 - 142,755
04**	48,836 - 50,300	74,947 - 77,194	91,157 - 93,891	120,051 - 123,652	142,756 - 147,038
05**	50,301 - 51,809	77,195 - 79,510	93,892 - 96,708	123,653 - 127,362	147,039 - 151,449

Locality Area: Albany-Schenectady, NY-MA

For Paths ZA & ZP

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*** 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.