

2026

Alternative Personnel Management System

Buffalo-Cheektowaga-Olean NY

CAREER PATH

| SCIENTIFIC AND ENGINEERING PAY PLAN: ZP | I | | | | | \$66,232 | II | | | | | \$98,021 | III | | | | | \$129,090 | IV | | | | | \$181,401 | V | | | | | \$197,200 |
|--|----------|----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|----------|----------|----------|--|--|-----------|----|--|--|--|--|-----------|---|--|--|--|--|-----------|
| | \$35,048 | \$52,766 | \$92,394 | \$78,091 | \$121,680 | \$111,301 | \$170,987 | \$154,707 | \$197,200 | | | | | | | | | | | | | | | | | | | | | |
| SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT | I | | | | | \$52,512 | II | | | | | \$80,590 | III | | | | | \$98,021 | IV | | | | | \$129,090 | V | | | | | |
| | \$35,048 | \$42,597 | \$75,964 | \$64,543 | \$121,680 | \$78,091 | \$111,301 | \$144,694 | \$197,200 | | | | | | | | | | | | | | | | | | | | | |
| ADMINISTRATIVE PAY PLAN: ZA | I | | | | | \$80,590 | II | | | | | \$107,707 | III | | | | | \$153,506 | IV | | | | | \$181,401 | V | | | | | \$197,200 |
| | \$35,048 | \$64,543 | \$101,524 | \$93,598 | \$144,694 | \$131,525 | \$170,987 | \$154,707 | \$197,200 | | | | | | | | | | | | | | | | | | | | | |
| ADMINISTRATIVE SUPPORT PAY PLAN: ZS | I | | II | | III | | IV | | V | | \$45,746 | \$52,512 | \$65,488 | \$80,590 | \$98,021 | | | | | | | | | | | | | | | |
| | \$35,048 | \$36,464 | \$42,597 | \$52,766 | \$61,729 | \$75,964 | \$64,543 | \$92,394 | \$43,120 | \$49,498 | | | | | | | | | | | | | | | | | | | | |
| 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 |
|-----------|-----------|-------------------------------------|
| 22.41 | 22.41 | 1.2241 / 1.2241 = 1 |

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2241 Curr. Yr Rate: 0.2241 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 - 53,233 | 64,543 - 80,979 | 93,598 - 116,307 | 131,525 - 149,064 | 154,707 - 173,593 |
| 02 | 53,234 - 66,872 | 80,980 - 93,306 | 116,308 - 133,339 | 149,065 - 162,218 | 173,594 - 187,757 |
| 03 | 66,873 - 75,964 | 93,307 - 101,524 | 133,340 - 144,694 | 162,219 - 170,987 | 187,758 - 197,200 |
| 04** | 75,965 - 78,243 | 101,525 - 104,570 | 144,695 - 149,035 | 170,988 - 176,117 | 197,200 - 197,200*** |
| 05** | 78,244 - 80,590 | 104,571 - 107,707 | 149,036 - 153,506 | 176,118 - 181,401 | 197,200 - 197,200**** |

Locality Area: Buffalo-Cheektowaga-Olean NY

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2241 Curr. Yr Rate: 0.2241 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 - 42,257 | 42,597 - 51,100 | 52,766 - 63,076 | 64,543 - 76,921 |
| 02 | 38,637 - 41,326 | 42,258 - 46,602 | 51,101 - 57,477 | 63,077 - 70,809 | 76,922 - 86,205 |
| 03 | 41,327 - 43,120 | 46,603 - 49,498 | 57,478 - 61,729 | 70,810 - 75,964 | 86,206 - 92,394 |
| 04** | 43,121 - 44,414 | 49,499 - 50,983 | 61,730 - 63,581 | 75,965 - 78,243 | 92,395 - 95,166 |
| 05** | 44,415 - 45,746 | 50,984 - 52,512 | 63,582 - 65,488 | 78,244 - 80,590 | 95,167 - 98,021 |

Locality Area: Buffalo-Cheektowaga-Olean NY

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: 0.2241 Curr. Yr Rate: 0.2241 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 | 52,766 - 70,378 | 78,091 - 97,464 | 111,301 - 137,828 | 154,707 - 173,593 |
| 02 | 47,219 - 56,345 | 70,379 - 83,588 | 97,465 - 111,994 | 137,829 - 157,723 | 173,594 - 187,757 |
| 03 | 56,346 - 62,430 | 83,589 - 92,394 | 111,995 - 121,680 | 157,724 - 170,987 | 187,758 - 197,200 |
| 04** | 62,431 - 64,303 | 92,395 - 95,166 | 121,681 - 125,330 | 170,988 - 176,117 | 197,200 - 197,200*** |
| 05** | 64,304 - 66,232 | 95,167 - 98,021 | 125,331 - 129,090 | 176,118 - 181,401 | 197,200 - 197,200**** |

Locality Area: Buffalo-Cheektowaga-Olean NY

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2241 Curr. Yr Rate: 0.2241 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 - 41,470 | 42,597 - 57,427 | 64,543 - 76,921 | 78,091 - 97,464 | 111,301 - 126,142 |
| 02 | 41,471 - 46,287 | 57,428 - 68,549 | 76,922 - 86,205 | 97,465 - 111,994 | 126,143 - 137,273 |
| 03 | 46,288 - 49,498 | 68,550 - 75,964 | 86,206 - 92,394 | 111,995 - 121,680 | 137,274 - 144,694 |
| 04** | 49,499 - 50,983 | 75,965 - 78,243 | 92,395 - 95,166 | 121,681 - 125,330 | 144,695 - 149,035 |
| 05** | 50,984 - 52,512 | 78,244 - 80,590 | 95,167 - 98,021 | 125,331 - 129,090 | 149,036 - 153,506 |

Locality Area: Buffalo-Cheektowaga-Olean NY

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.