

2026 Alternative Personnel Management System

Buffalo-Cheektowaga-Olean NY

CAREER PATH																											
SCIENTIFIC AND ENGINEERING						\$66,232						\$98,021			\$129,090			\$181,401			\$197,200						
	I					II					III		IV			V											
	\$35,048					\$52,766					\$78,091		\$111,301			\$154,707											
PAY PLAN: ZP	\$62,430					\$92,394					\$121,680		\$170,987			\$197,200											
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$52,512					\$80,590				\$98,021				\$129,090				\$153,506						
	I			II			III			IV			V														
	\$35,048			\$42,597			\$64,543			\$78,091			\$111,301														
PAY PLAN: ZT	\$49,498			\$75,964			\$92,394			\$121,680			\$144,694														
ADMINISTRATIVE								\$80,590					\$107,707					\$153,506				\$181,401				\$197,200	
PAY PLAN: ZA	I							II			III			IV			V										
	\$35,048							\$64,543			\$93,598			\$131,525			\$154,707										
	\$75,964							\$101,524			\$144,694			\$170,987			\$197,200										
ADMINISTRATIVE SUPPORT			\$45,746				\$52,512				\$65,488				\$80,590				\$98,021								
PAY PLAN: ZS	I		II		III		IV		V																		
	\$35,048		\$36,464		\$42,597		\$52,766		\$64,543																		
	\$43,120		\$49,498		\$61,729		\$75,964		\$92,394																		
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

22.41

2026 rate

22.41

NIST Locality Increase Differential

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
Interval					
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
Interval					
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
Interval					
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
Interval					
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.