

2026

Alternative Personnel Management System

Fresno-Madera-Hanford, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
\$35,048	\$66,232	\$50,714	\$94,541	\$124,071	\$174,346	\$197,200																
\$62,430		\$89,114					\$75,055															
\$35,048	\$50,470	\$77,456	\$94,209	\$124,071	\$147,536	\$197,200																
\$47,573		\$40,941					\$62,033															
\$35,048	\$73,010			\$88,801	\$75,055	\$106,973																
\$73,010					\$116,949	\$116,949																
\$35,048	\$77,456	\$103,519	\$147,536	\$174,346	\$197,200																	
\$73,010		\$62,033	\$89,959	\$126,410	\$148,691																	
\$35,048	\$45,746	\$50,470	\$62,942	\$77,456	\$94,209	\$197,200																
\$43,120		\$36,464	\$40,941	\$50,714	\$62,033																	
\$47,573		\$59,329	\$73,010	\$88,801																		
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 \$7,409.60

2025 rate	2026 rate	NIST Locality Increase Differential
17.65	17.65	1.1765 / 1.1765 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.1765 Curr. Yr Rate: 0.1765 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 - 51,920	62,033 - 77,830	89,959 - 111,785	126,410 - 143,267	148,691 - 168,517
02	51,921 - 64,574	77,831 - 89,678	111,786 - 128,154	143,268 - 155,910	168,518 - 183,387
03	64,575 - 73,010	89,679 - 97,577	128,155 - 139,067	155,911 - 164,338	183,388 - 193,300
04**	73,011 - 75,200	97,578 - 100,504	139,068 - 143,239	164,339 - 169,268	193,301 - 197,200***
05**	75,201 - 77,456	100,505 - 103,519	143,240 - 147,536	169,269 - 174,346	197,200 - 197,200****

Locality Area: Fresno-Madera-Hanford, CA

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.1765 Curr. Yr Rate: 0.1765 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 - 41,401	40,941 - 49,113	50,714 - 60,623	62,033 - 73,930
02	38,637 - 41,326	41,402 - 45,104	49,114 - 55,243	60,624 - 68,055	73,931 - 82,853
03	41,327 - 43,120	45,105 - 47,573	55,244 - 59,329	68,056 - 73,010	82,854 - 88,801
04**	43,121 - 44,414	47,574 - 49,000	59,330 - 61,109	73,011 - 75,200	88,802 - 91,465
05**	44,415 - 45,746	49,001 - 50,470	61,110 - 62,942	75,201 - 77,456	91,466 - 94,209

Locality Area: Fresno-Madera-Hanford, CA

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: 0.1765 Curr. Yr Rate: 0.1765 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	50,714 - 67,781	75,055 - 93,675	106,973 - 132,469	148,691 - 168,517
02	47,219 - 56,345	67,782 - 80,581	93,676 - 107,639	132,470 - 151,590	168,518 - 183,387
03	56,346 - 62,430	80,582 - 89,114	107,640 - 116,949	151,591 - 164,338	183,388 - 193,300
04**	62,431 - 64,303	89,115 - 91,787	116,950 - 120,457	164,339 - 169,268	193,301 - 197,200***
05**	64,304 - 66,232	91,788 - 94,541	120,458 - 124,071	169,269 - 174,346	197,200 - 197,200****

Locality Area: Fresno-Madera-Hanford, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.1765 Curr. Yr Rate: 0.1765 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 - 40,615	40,941 - 55,194	62,033 - 73,930	75,055 - 93,675	106,973 - 121,237
02	40,616 - 44,790	55,195 - 65,884	73,931 - 82,853	93,676 - 107,639	121,238 - 131,935
03	44,791 - 47,573	65,885 - 73,010	82,854 - 88,801	107,640 - 116,949	131,936 - 139,067
04**	47,574 - 49,000	73,011 - 75,200	88,802 - 91,465	116,950 - 120,457	139,068 - 143,239
05**	49,001 - 50,470	75,201 - 77,456	91,466 - 94,209	120,458 - 124,071	143,240 - 147,536

Locality Area: Fresno-Madera-Hanford, CA

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.