

2026 Alternative Personnel Management System

Los Angeles-Long Beach, CA

CAREER PATH																									
SCIENTIFIC AND ENGINEERING						\$73,011						\$109,279			\$143,919			\$197,200			\$197,200				
	I					II					III		IV			V									
	\$35,048					\$58,827					\$87,061		\$124,085			\$172,476									
PAY PLAN: ZP	\$68,819					\$103,006					\$135,657		\$190,627			\$197,200									
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$58,543					\$89,847				\$109,279				\$143,919				\$171,137				
	I			II			III			IV			V												
	\$35,048			\$47,490			\$71,957			\$87,061			\$124,085												
PAY PLAN: ZT	\$55,183			\$84,689			\$103,006			\$135,657			\$161,313												
ADMINISTRATIVE								\$89,847					\$120,078					\$171,137				\$197,200			\$197,200
	I							II			III			IV			V								
	\$35,048							\$71,957			\$104,349			\$146,632			\$172,476								
PAY PLAN: ZA	\$84,689							\$113,185			\$161,313			\$190,627			\$197,200								
ADMINISTRATIVE SUPPORT			\$46,261				\$58,543				\$73,011				\$89,847				\$109,279						
	I		II		III		IV		V																
	\$35,048		\$37,813		\$47,490		\$58,827		\$71,957																
PAY PLAN: ZS	\$43,606		\$55,183		\$68,819		\$84,689		\$103,006																
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

36.47

2026 rate

36.47

NIST Locality Increase Differential

1.3647 / 1.3647 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 11, 2026**

Prev. Yr Rate: **0.3647** Curr. Yr Rate: **0.3647** 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 - 57,111	71,957 - 90,281	104,349 - 129,666	146,632 - 166,185	172,476 - 183,464
02	57,112 - 73,658	90,282 - 104,023	129,667 - 148,654	166,186 - 180,850	183,465 - 191,706
03	73,659 - 84,689	104,024 - 113,185	148,655 - 161,313	180,851 - 190,627	191,707 - 197,200
04**	84,690 - 87,230	113,186 - 116,581	161,314 - 166,152	190,628 - 196,346	197,200 - 197,200***
05**	87,231 - 89,847	116,582 - 120,078	166,153 - 171,137	196,347 - 197,200	197,200 - 197,200****

Locality Area: **Los Angeles-Long Beach, CA**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 11, 2026**

Prev. Yr Rate: **0.3647** Curr. Yr Rate: **0.3647** 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 - 38,852	37,813 - 45,533	47,490 - 56,970	58,827 - 70,321	71,957 - 85,757
02	38,853 - 41,704	45,534 - 51,323	56,971 - 64,079	70,322 - 78,942	85,758 - 96,106
03	41,705 - 43,606	51,324 - 55,183	64,080 - 68,819	78,943 - 84,689	96,107 - 103,006
04**	43,607 - 44,914	55,184 - 56,838	68,820 - 70,884	84,690 - 87,230	103,007 - 106,096
05**	44,915 - 46,261	56,839 - 58,543	70,885 - 73,011	87,231 - 89,847	106,097 - 109,279

Locality Area: **Los Angeles-Long Beach, 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: 0.3647 Curr. Yr Rate: 0.3647 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 - 50,057	58,827 - 78,462	87,061 - 108,659	124,085 - 153,659	172,476 - 183,464
02	50,058 - 61,314	78,463 - 93,188	108,660 - 124,858	153,660 - 175,840	183,465 - 191,706
03	61,315 - 68,819	93,189 - 103,006	124,859 - 135,657	175,841 - 190,627	191,707 - 197,200
04**	68,820 - 70,884	103,007 - 106,096	135,658 - 139,727	190,628 - 196,346	197,200 - 197,200***
05**	70,885 - 73,011	106,097 - 109,279	139,728 - 143,919	196,347 - 197,200	197,200 - 197,200****

Locality Area: Los Angeles-Long Beach, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.3647 Curr. Yr Rate: 0.3647 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 - 43,997	47,490 - 64,023	71,957 - 85,757	87,061 - 108,659	124,085 - 140,631
02	43,998 - 50,709	64,024 - 76,423	85,758 - 96,106	108,660 - 124,858	140,632 - 153,040
03	50,710 - 55,183	76,424 - 84,689	96,107 - 103,006	124,859 - 135,657	153,041 - 161,313
04**	55,184 - 56,838	84,690 - 87,230	103,007 - 106,096	135,658 - 139,727	161,314 - 166,152
05**	56,839 - 58,543	87,231 - 89,847	106,097 - 109,279	139,728 - 143,919	166,153 - 171,137

Locality Area: Los Angeles-Long Beach, 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.