

2026

## Alternative Personnel Management System

Los Angeles-Long Beach, CA

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$73,011		\$109,279			\$143,919		\$197,200			\$197,200		\$197,200		\$197,200		\$197,200		\$197,200			
	\$35,048					\$58,827					\$87,061					\$124,085					\$172,476	
	\$68,819					\$103,006					\$135,657					\$190,627					\$197,200	
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$58,543				\$89,847		\$109,279			\$143,919			\$171,137								
	\$35,048					\$47,490					\$71,957			\$124,085								
	\$55,183					\$84,689					\$103,006			\$161,313								
ADMINISTRATIVE PAY PLAN: ZA						\$89,847					\$120,078			\$171,137		\$197,200					\$197,200	
	\$35,048										\$71,957			\$104,349			\$146,632				\$172,476	
	\$84,689										\$113,185			\$161,313			\$190,627				\$197,200	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$46,261		\$58,543		\$73,011		\$89,847		\$109,279													
	\$35,048		\$37,813		\$47,490		\$58,827		\$71,957													
	\$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	2026 rate	NIST Locality Increase Differential		
36.47	36.47	1.3647	/	1.3647 = 1

# NIST Pay Tables

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## 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
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
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

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## 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
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
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.