

2026 Alternative Personnel Management System

New York-Newark, NY-NJ-CT-PA

CAREER PATH																								
SCIENTIFIC AND ENGINEERING						\$73,802						\$110,464			\$145,479			\$197,200			\$197,200			
	I					II					III		IV			V								
	\$35,048					\$59,465					\$88,005		\$125,431			\$174,347								
PAY PLAN: ZP	\$69,565					\$104,123					\$137,128		\$192,694			\$197,200								
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$59,178				\$90,821				\$110,464			\$145,479			\$172,993						
	I			II			III			IV		V												
	\$35,048			\$48,005			\$72,737			\$88,005		\$125,431												
PAY PLAN: ZT	\$55,781			\$85,608			\$104,123			\$137,128		\$163,062												
ADMINISTRATIVE							\$90,821					\$121,380				\$172,993			\$197,200			\$197,200		
PAY PLAN: ZA	I						II				III			IV			V							
	\$35,048						\$72,737				\$105,481			\$148,222			\$174,347							
	\$85,608						\$114,413				\$163,062			\$192,694			\$197,200							
ADMINISTRATIVE SUPPORT		\$46,763			\$59,178			\$73,802			\$90,821			\$110,464										
PAY PLAN: ZS	I		II		III		IV		V															
	\$35,048		\$38,223		\$48,005		\$59,465		\$72,737															
	\$44,079		\$55,781		\$69,565		\$85,608		\$104,123															
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

37.95

2026 rate

37.95

NIST Locality Increase Differential

1.3795 / 1.3795 = 1

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.3795** Curr. Yr Rate: **0.3795** 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 - 57,519	72,737 - 91,260	105,481 - 131,073	148,222 - 167,987	174,347 - 184,504
02	57,520 - 74,372	91,261 - 105,152	131,074 - 150,266	167,988 - 182,811	184,505 - 192,122
03	74,373 - 85,608	105,153 - 114,413	150,267 - 163,062	182,812 - 192,694	192,123 - 197,200
04**	85,609 - 88,176	114,414 - 117,845	163,063 - 167,954	192,695 - 197,200	197,200 - 197,200***
05**	88,177 - 90,821	117,846 - 121,380	167,955 - 172,993	197,200 - 197,200	197,200 - 197,200****

Locality Area: **New York-Newark, NY-NJ-CT-PA**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3795** Curr. Yr Rate: **0.3795** 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 - 39,062	38,223 - 46,027	48,005 - 57,587	59,465 - 71,084	72,737 - 86,686
02	39,063 - 42,072	46,028 - 51,879	57,588 - 64,774	71,085 - 79,798	86,687 - 97,148
03	42,073 - 44,079	51,880 - 55,781	64,775 - 69,565	79,799 - 85,608	97,149 - 104,123
04**	44,080 - 45,401	55,782 - 57,454	69,566 - 71,652	85,609 - 88,176	104,124 - 107,247
05**	45,402 - 46,763	57,455 - 59,178	71,653 - 73,802	88,177 - 90,821	107,248 - 110,464

Locality Area: **New York-Newark, NY-NJ-CT-PA**

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: 0.3795 Curr. Yr Rate: 0.3795 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 - 50,389	59,465 - 79,313	88,005 - 109,837	125,431 - 155,326	174,347 - 184,504
02	50,390 - 61,895	79,314 - 94,199	109,838 - 126,212	155,327 - 177,747	184,505 - 192,122
03	61,896 - 69,565	94,200 - 104,123	126,213 - 137,128	177,748 - 192,694	192,123 - 197,200
04**	69,566 - 71,652	104,124 - 107,247	137,129 - 141,242	192,695 - 197,200	197,200 - 197,200***
05**	71,653 - 73,802	107,248 - 110,464	141,243 - 145,479	197,200 - 197,200	197,200 - 197,200****

Locality Area: New York-Newark, NY-NJ-CT-PA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.3795 Curr. Yr Rate: 0.3795 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 - 44,263	48,005 - 64,717	72,737 - 86,686	88,005 - 109,837	125,431 - 142,156
02	44,264 - 51,174	64,718 - 77,252	86,687 - 97,148	109,838 - 126,212	142,157 - 154,700
03	51,175 - 55,781	77,253 - 85,608	97,149 - 104,123	126,213 - 137,128	154,701 - 163,062
04**	55,782 - 57,454	85,609 - 88,176	104,124 - 107,247	137,129 - 141,242	163,063 - 167,954
05**	57,455 - 59,178	88,177 - 90,821	107,248 - 110,464	141,243 - 145,479	167,955 - 172,993

Locality Area: New York-Newark, NY-NJ-CT-PA

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.