

2026 Alternative Personnel Management System

Philadelphia-Reading-Camden, PA-NJ-DE-MD

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$69,008		\$103,289		\$136,030		\$191,150		\$197,200		\$65,047		\$97,360		\$128,221		\$180,178		\$163,023		\$197,200	
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$55,335		\$84,921		\$103,289		\$136,030		\$161,756		\$35,048		\$44,887		\$68,013		\$82,289		\$117,284		\$152,471	
	\$44,887		\$97,360		\$128,221		\$161,756		\$191,150		\$52,158		\$80,047		\$152,471		\$180,178		\$163,023		\$197,200	
ADMINISTRATIVE PAY PLAN: ZA	I					II					III					IV					V	
	\$35,048		\$68,013		\$113,497		\$161,756		\$191,150		\$80,047		\$106,982		\$98,630		\$138,595		\$163,023		\$197,200	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$55,335		\$69,008		\$84,921		\$103,289		\$68,013		\$97,360		\$152,471		\$180,178		\$163,023		\$197,200	
	\$35,048		\$36,464		\$44,887		\$55,602		\$68,013		\$80,047		\$97,360		\$152,471		\$180,178		\$163,023		\$197,200	
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
28.99	28.99	1.2899 / 1.2899 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2899 Curr. Yr Rate: 0.2899 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 - 55,048	68,013 - 85,333	98,630 - 122,559	138,595 - 157,076	163,023 - 178,213
02	55,049 - 70,047	85,334 - 98,322	122,560 - 140,506	157,077 - 170,937	178,214 - 189,605
03	70,048 - 80,047	98,323 - 106,982	140,507 - 152,471	170,938 - 180,178	189,606 - 197,200
04**	80,048 - 82,448	106,983 - 110,191	152,472 - 157,045	180,179 - 185,583	197,200 - 197,200***
05**	82,449 - 84,921	110,192 - 113,497	157,046 - 161,756	185,584 - 191,150	197,200 - 197,200****

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2899 Curr. Yr Rate: 0.2899 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 - 43,439	44,887 - 53,847	55,602 - 66,466	68,013 - 81,056
02	38,637 - 41,326	43,440 - 48,670	53,848 - 60,567	66,467 - 74,615	81,057 - 90,838
03	41,327 - 43,120	48,671 - 52,158	60,568 - 65,047	74,616 - 80,047	90,839 - 97,360
04**	43,121 - 44,414	52,159 - 53,723	65,048 - 66,998	80,048 - 82,448	97,361 - 100,281
05**	44,415 - 45,746	53,724 - 55,335	66,999 - 69,008	82,449 - 84,921	100,282 - 103,289

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

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: 0.2899 Curr. Yr Rate: 0.2899 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 - 48,381	55,602 - 74,161	82,289 - 102,703	117,284 - 145,237	163,023 - 178,213
02	48,382 - 58,381	74,162 - 88,080	102,704 - 118,014	145,238 - 166,202	178,214 - 189,605
03	58,382 - 65,047	88,081 - 97,360	118,015 - 128,221	166,203 - 180,178	189,606 - 197,200
04**	65,048 - 66,998	97,361 - 100,281	128,222 - 132,068	180,179 - 185,583	197,200 - 197,200***
05**	66,999 - 69,008	100,282 - 103,289	132,069 - 136,030	185,584 - 191,150	197,200 - 197,200****

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2899 Curr. Yr Rate: 0.2899 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 - 42,652	44,887 - 60,514	68,013 - 81,056	82,289 - 102,703	117,284 - 132,923
02	42,653 - 48,356	60,515 - 72,234	81,057 - 90,838	102,704 - 118,014	132,924 - 144,652
03	48,357 - 52,158	72,235 - 80,047	90,839 - 97,360	118,015 - 128,221	144,653 - 152,471
04**	52,159 - 53,723	80,048 - 82,448	97,361 - 100,281	128,222 - 132,068	152,472 - 157,045
05**	53,724 - 55,335	82,449 - 84,921	100,282 - 103,289	132,069 - 136,030	157,046 - 161,756

Locality Area: Philadelphia-Reading-Camden, PA-NJ-DE-MD

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.