

# 2026 Alternative Personnel Management System

Pittsburgh-New Castle-Weirton, PA-OH-WV

## CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V								
\$35,048	\$66,232	\$52,171	\$96,916	\$127,636	\$179,356	\$197,200																							
\$62,430		\$91,352					\$77,211									\$110,047													
								\$120,309								\$169,060													
									\$143,062																				
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$51,920				\$79,682		\$96,916				\$127,636				\$151,775													
ADMINISTRATIVE PAY PLAN: ZA						\$79,682						\$106,493					\$151,775		\$179,356								\$197,200		
ADMINISTRATIVE SUPPORT PAY PLAN: ZS		\$45,746		\$51,920		\$64,750		\$79,682		\$96,916																			
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		
21.03	21.03	1.2103	/	1.2103 = 1

# NIST Pay Tables

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## ADMINISTRATIVE

Pay Plan: ZA    Effective: January 11, 2026

Prev. Yr Rate: 0.2103    Curr. Yr Rate: 0.2103    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 - 52,852	63,815 - 80,066	92,543 - 114,996	130,042 - 147,383	152,963 - 172,624
02	52,853 - 66,206	80,067 - 92,254	114,997 - 131,836	147,384 - 160,389	172,625 - 187,370
03	66,207 - 75,108	92,255 - 100,380	131,837 - 143,062	160,390 - 169,060	187,371 - 197,200
04**	75,109 - 77,361	100,381 - 103,391	143,063 - 147,354	169,061 - 174,132	197,200 - 197,200***
05**	77,362 - 79,682	103,392 - 106,493	147,355 - 151,775	174,133 - 179,356	197,200 - 197,200****

Locality Area: Pittsburgh-New Castle-Weirton, PA-OH-WV

## ADMINISTRATIVE SUPPORT

Pay Plan: ZS    Effective: January 11, 2026

Prev. Yr Rate: 0.2103    Curr. Yr Rate: 0.2103    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 - 42,009	42,117 - 50,524	52,171 - 62,365	63,815 - 76,054
02	38,637 - 41,326	42,010 - 46,168	50,525 - 56,829	62,366 - 70,011	76,055 - 85,233
03	41,327 - 43,120	46,169 - 48,940	56,830 - 61,033	70,012 - 75,108	85,234 - 91,352
04**	43,121 - 44,414	48,941 - 50,408	61,034 - 62,864	75,109 - 77,361	91,353 - 94,093
05**	44,415 - 45,746	50,409 - 51,920	62,865 - 64,750	77,362 - 79,682	94,094 - 96,916

Locality Area: Pittsburgh-New Castle-Weirton, PA-OH-WV

### 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: 0.2103    Curr. Yr Rate: 0.2103    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	52,171 - 69,585	77,211 - 96,366	110,047 - 136,275	152,963 - 172,624
02	47,219 - 56,345	69,586 - 82,645	96,367 - 110,732	136,276 - 155,946	172,625 - 187,370
03	56,346 - 62,430	82,646 - 91,352	110,733 - 120,309	155,947 - 169,060	187,371 - 197,200
04**	62,431 - 64,303	91,353 - 94,093	120,310 - 123,918	169,061 - 174,132	197,200 - 197,200***
05**	64,304 - 66,232	94,094 - 96,916	123,919 - 127,636	174,133 - 179,356	197,200 - 197,200****

Locality Area: Pittsburgh-New Castle-Weirton, PA-OH-WV

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 11, 2026

Prev. Yr Rate: 0.2103    Curr. Yr Rate: 0.2103    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 - 41,222	42,117 - 56,780	63,815 - 76,054	77,211 - 96,366	110,047 - 124,720
02	41,223 - 45,853	56,781 - 67,777	76,055 - 85,233	96,367 - 110,732	124,721 - 135,725
03	45,854 - 48,940	67,778 - 75,108	85,234 - 91,352	110,733 - 120,309	135,726 - 143,062
04**	48,941 - 50,408	75,109 - 77,361	91,353 - 94,093	120,310 - 123,918	143,063 - 147,354
05**	50,409 - 51,920	77,362 - 79,682	94,094 - 96,916	123,919 - 127,636	147,355 - 151,775

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### 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.