

2026 Alternative Personnel Management System

Portland-Vancouver-Salem, OR-WA

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$67,478					\$101,000					\$133,013					\$186,912				\$197,200		
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$35,048	\$54,108				\$83,039		\$101,000			\$133,013			\$158,171						\$159,408		
	\$63,605					\$54,370					\$80,465			\$114,684						\$176,183		
						\$95,202					\$125,378										\$197,200	
ADMINISTRATIVE PAY PLAN: ZA																						\$197,200
																						V
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$35,048	\$45,746	\$54,108		\$67,478		\$83,039			\$101,000												\$159,408
	\$78,272																					\$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
26.13	26.13	1.2613 / 1.2613 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2613 Curr. Yr Rate: 0.2613 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 - 54,259	66,505 - 83,441	96,443 - 119,842	135,522 - 153,594	159,408 - 176,204
02	54,260 - 68,667	83,442 - 96,142	119,843 - 137,391	153,595 - 167,147	176,205 - 188,802
03	68,668 - 78,272	96,143 - 104,610	137,392 - 149,091	167,148 - 176,183	188,803 - 197,200
04**	78,273 - 80,620	104,611 - 107,748	149,092 - 153,564	176,184 - 181,468	197,200 - 197,200***
05**	80,621 - 83,039	107,749 - 110,980	153,565 - 158,171	181,469 - 186,912	197,200 - 197,200****

Locality Area: Portland-Vancouver-Salem, OR-WA

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2613 Curr. Yr Rate: 0.2613 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 - 42,925	43,892 - 52,653	54,370 - 64,993	66,505 - 79,259
02	38,637 - 41,326	42,926 - 47,771	52,654 - 59,224	64,994 - 72,960	79,260 - 88,825
03	41,327 - 43,120	47,772 - 51,002	59,225 - 63,605	72,961 - 78,272	88,826 - 95,202
04**	43,121 - 44,414	51,003 - 52,532	63,606 - 65,513	78,273 - 80,620	95,203 - 98,058
05**	44,415 - 45,746	52,533 - 54,108	65,514 - 67,478	80,621 - 83,039	98,059 - 101,000

Locality Area: Portland-Vancouver-Salem, OR-WA

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: 0.2613 Curr. Yr Rate: 0.2613 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 - 47,740	54,370 - 72,518	80,465 - 100,426	114,684 - 142,017	159,408 - 176,204
02	47,741 - 57,259	72,519 - 86,128	100,427 - 115,397	142,018 - 162,517	176,205 - 188,802
03	57,260 - 63,605	86,129 - 95,202	115,398 - 125,378	162,518 - 176,183	188,803 - 197,200
04**	63,606 - 65,513	95,203 - 98,058	125,379 - 129,139	176,184 - 181,468	197,200 - 197,200***
05**	65,514 - 67,478	98,059 - 101,000	129,140 - 133,013	181,469 - 186,912	197,200 - 197,200****

Locality Area: Portland-Vancouver-Salem, OR-WA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2613 Curr. Yr Rate: 0.2613 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 - 42,139	43,892 - 59,172	66,505 - 79,259	80,465 - 100,426	114,684 - 129,976
02	42,140 - 47,457	59,173 - 70,632	79,260 - 88,825	100,427 - 115,397	129,977 - 141,445
03	47,458 - 51,002	70,633 - 78,272	88,826 - 95,202	115,398 - 125,378	141,446 - 149,091
04**	51,003 - 52,532	78,273 - 80,620	95,203 - 98,058	125,379 - 129,139	149,092 - 153,564
05**	52,533 - 54,108	80,621 - 83,039	98,059 - 101,000	129,140 - 133,013	153,565 - 158,171

Locality Area: Portland-Vancouver-Salem, OR-WA

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.