

2026 Alternative Personnel Management System

Sacramento-Roseville, CA-NV

CAREER PATH																								
SCIENTIFIC AND ENGINEERING						\$69,420						\$103,906			\$136,843			\$192,293			\$197,200			
	I					II					III		IV		V									
	\$35,048					\$55,934					\$82,780		\$117,984		\$163,996									
PAY PLAN: ZP	\$65,435					\$97,942					\$128,987		\$181,254		\$197,200									
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$55,665				\$85,429				\$103,906			\$136,843			\$162,722						
	I			II			III			IV			V											
	\$35,048			\$45,155			\$68,419			\$82,780			\$117,984											
PAY PLAN: ZT	\$52,470			\$80,525			\$97,942			\$128,987			\$153,382											
ADMINISTRATIVE							\$85,429					\$114,174			\$162,722			\$192,293			\$197,200			
PAY PLAN: ZA	I						II				III		IV		V									
	\$35,048						\$68,419				\$99,218		\$139,422		\$163,996									
	\$80,525						\$107,620				\$153,382		\$181,254		\$197,200									
ADMINISTRATIVE SUPPORT			\$45,746			\$55,665			\$69,420			\$85,429			\$103,906									
PAY PLAN: ZS	I		II		III		IV		V															
	\$35,048		\$36,464		\$45,155		\$55,934		\$68,419															
	\$43,120		\$52,470		\$65,435		\$80,525		\$97,942															
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

29.76

2026 rate

29.76

NIST Locality Increase Differential

1.2976 / 1.2976 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2976 Curr. Yr Rate: 0.2976 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 - 55,260	68,419 - 85,842	99,218 - 123,291	139,422 - 158,014	163,996 - 178,753
02	55,261 - 70,419	85,843 - 98,909	123,292 - 141,346	158,015 - 171,958	178,754 - 189,821
03	70,420 - 80,525	98,910 - 107,620	141,347 - 153,382	171,959 - 181,254	189,822 - 197,200
04**	80,526 - 82,941	107,621 - 110,849	153,383 - 157,983	181,255 - 186,692	197,200 - 197,200***
05**	82,942 - 85,429	110,850 - 114,174	157,984 - 162,722	186,693 - 192,293	197,200 - 197,200****

Locality Area: Sacramento-Roseville, CA-NV

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2976 Curr. Yr Rate: 0.2976 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 - 38,636	36,464 - 43,578	45,155 - 54,168	55,934 - 66,863	68,419 - 81,540
02	38,637 - 41,326	43,579 - 48,913	54,169 - 60,928	66,864 - 75,060	81,541 - 91,381
03	41,327 - 43,120	48,914 - 52,470	60,929 - 65,435	75,061 - 80,525	91,382 - 97,942
04**	43,121 - 44,414	52,471 - 54,044	65,436 - 67,398	80,526 - 82,941	97,943 - 100,880
05**	44,415 - 45,746	54,045 - 55,665	67,399 - 69,420	82,942 - 85,429	100,881 - 103,906

Locality Area: Sacramento-Roseville, CA-NV

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: 0.2976 Curr. Yr Rate: 0.2976 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 - 48,553	55,934 - 74,604	82,780 - 103,316	117,984 - 146,104	163,996 - 178,753
02	48,554 - 58,682	74,605 - 88,607	103,317 - 118,719	146,105 - 167,194	178,754 - 189,821
03	58,683 - 65,435	88,608 - 97,942	118,720 - 128,987	167,195 - 181,254	189,822 - 197,200
04**	65,436 - 67,398	97,943 - 100,880	128,988 - 132,857	181,255 - 186,692	197,200 - 197,200***
05**	67,399 - 69,420	100,881 - 103,906	132,858 - 136,843	186,693 - 192,293	197,200 - 197,200****

Locality Area: Sacramento-Roseville, CA-NV

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2976 Curr. Yr Rate: 0.2976 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 - 42,791	45,155 - 60,875	68,419 - 81,540	82,780 - 103,316	117,984 - 133,716
02	42,792 - 48,598	60,876 - 72,665	81,541 - 91,381	103,317 - 118,719	133,717 - 145,516
03	48,599 - 52,470	72,666 - 80,525	91,382 - 97,942	118,720 - 128,987	145,517 - 153,382
04**	52,471 - 54,044	80,526 - 82,941	97,943 - 100,880	128,988 - 132,857	153,383 - 157,983
05**	54,045 - 55,665	82,942 - 85,429	100,881 - 103,906	132,858 - 136,843	157,984 - 162,722

Locality Area: Sacramento-Roseville, CA-NV

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.