

2026 Alternative Personnel Management System

San Diego-Chula Vista-Carlsbad, CA

CAREER PATH																										
SCIENTIFIC AND ENGINEERING						\$71,539					\$107,078			\$141,018			\$197,200			\$197,200						
	I					II				III		IV			V											
	PAY PLAN: ZP					\$35,048				\$57,641				\$85,307		\$121,585			\$169,001							
	\$67,432					\$100,931				\$132,923		\$186,785			\$197,200											
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$57,364					\$88,036				\$107,078				\$141,018				\$167,688					
	I			II			III			IV			V													
	PAY PLAN: ZT			\$35,048			\$46,533			\$70,507			\$85,307			\$121,585										
	\$54,071			\$82,983			\$100,931			\$132,923			\$158,062													
ADMINISTRATIVE								\$88,036					\$117,659				\$167,688				\$197,200				\$197,200	
	I							II			III			IV			V									
	PAY PLAN: ZA							\$35,048			\$70,507			\$102,246			\$143,677			\$169,001						
	\$82,983							\$110,905			\$158,062			\$186,785			\$197,200									
ADMINISTRATIVE SUPPORT			\$45,746				\$57,364				\$71,539				\$88,036				\$107,078							
	I		II		III		IV		V																	
	PAY PLAN: ZS		\$35,048		\$37,051		\$46,533		\$57,641		\$70,507															
	\$43,120		\$54,071		\$67,432		\$82,983		\$100,931																	
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

33.72

2026    rate

33.72

NIST Locality Increase Differential

1.3372    /    1.3372    =    1

# NIST Pay Tables

## ADMINISTRATIVE

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

Prev. Yr Rate: **0.3372** Curr. Yr Rate: **0.3372** 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 - 56,352	70,507 - 88,462	102,246 - 127,053	143,677 - 162,836	169,001 - 181,534
02	56,353 - 72,331	88,463 - 101,928	127,054 - 145,658	162,837 - 177,205	181,535 - 190,934
03	72,332 - 82,983	101,929 - 110,905	145,659 - 158,062	177,206 - 186,785	190,935 - 197,200
04**	82,984 - 85,472	110,906 - 114,232	158,063 - 162,804	186,786 - 192,389	197,200 - 197,200***
05**	85,473 - 88,036	114,233 - 117,659	162,805 - 167,688	192,390 - 197,200	197,200 - 197,200****

Locality Area: **San Diego-Chula Vista-Carlsbad, CA**

## ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.3372** Curr. Yr Rate: **0.3372** 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	37,051 - 44,615	46,533 - 55,821	57,641 - 68,904	70,507 - 84,029
02	38,637 - 41,326	44,616 - 50,289	55,822 - 62,788	68,905 - 77,351	84,030 - 94,170
03	41,327 - 43,120	50,290 - 54,071	62,789 - 67,432	77,352 - 82,983	94,171 - 100,931
04**	43,121 - 44,414	54,072 - 55,693	67,433 - 69,455	82,984 - 85,472	100,932 - 103,959
05**	44,415 - 45,746	55,694 - 57,364	69,456 - 71,539	85,473 - 88,036	103,960 - 107,078

Locality Area: **San Diego-Chula Vista-Carlsbad, CA**

### 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: 0.3372 Curr. Yr Rate: 0.3372 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 - 49,441	57,641 - 76,881	85,307 - 106,470	121,585 - 150,563	169,001 - 181,534
02	49,442 - 60,236	76,882 - 91,311	106,471 - 122,342	150,564 - 172,296	181,535 - 190,934
03	60,237 - 67,432	91,312 - 100,931	122,343 - 132,923	172,297 - 186,785	190,935 - 197,200
04**	67,433 - 69,455	100,932 - 103,959	132,924 - 136,911	186,786 - 192,389	197,200 - 197,200***
05**	69,456 - 71,539	103,960 - 107,078	136,912 - 141,018	192,390 - 197,200	197,200 - 197,200****

Locality Area: San Diego-Chula Vista-Carlsbad, CA

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.3372 Curr. Yr Rate: 0.3372 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 - 43,503	46,533 - 62,733	70,507 - 84,029	85,307 - 106,470	121,585 - 137,797
02	43,504 - 49,844	62,734 - 74,883	84,030 - 94,170	106,471 - 122,342	137,798 - 149,956
03	49,845 - 54,071	74,884 - 82,983	94,171 - 100,931	122,343 - 132,923	149,957 - 158,062
04**	54,072 - 55,693	82,984 - 85,472	100,932 - 103,959	132,924 - 136,911	158,063 - 162,804
05**	55,694 - 57,364	85,473 - 88,036	103,960 - 107,078	136,912 - 141,018	162,805 - 167,688

Locality Area: San Diego-Chula Vista-Carlsbad, CA

### 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.