

2026

Alternative Personnel Management System

San Diego-Chula Vista-Carlsbad, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$71,539					\$107,078					\$141,018					\$197,200		\$197,200		\$197,200		
	\$35,048					\$57,641					\$85,307					\$121,585				\$169,001		
	\$67,432					\$100,931					\$132,923					\$186,785				\$197,200		
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$57,364		I					\$88,036					\$107,078					\$141,018		\$167,688		
	\$35,048					\$46,533					\$70,507					\$85,307				\$121,585		
	\$54,071					\$82,983					\$100,931					\$132,923				\$158,062		
ADMINISTRATIVE PAY PLAN: ZA	I					\$88,036					II					\$117,659		\$167,688		\$197,200		\$197,200
	\$35,048										\$70,507					\$102,246				\$143,677		\$169,001
	\$82,983										\$110,905					\$158,062				\$186,785		\$197,200
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746		\$57,364		\$71,539		\$88,036		III					\$107,078		IV					V	
	\$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	2026 rate	NIST Locality Increase Differential
33.72	33.72	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
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
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
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
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.