

2026 Alternative Personnel Management System

Seattle-Tacoma, WA

CAREER PATH																															
SCIENTIFIC AND ENGINEERING						\$70,388						\$105,356			\$138,751			\$194,974			\$197,200										
	I						II						III						IV						V						
	\$35,048						\$56,715						\$83,935						\$119,630						\$166,283						
PAY PLAN: ZP	\$66,348						\$99,308						\$130,786						\$183,782						\$197,200						
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$56,442				\$86,620				\$105,356				\$138,751				\$164,993											
	I				II				III				IV				V														
	\$35,048				\$45,785				\$69,373				\$83,935				\$119,630														
PAY PLAN: ZT	\$53,202				\$81,648				\$99,308				\$130,786				\$155,521														
ADMINISTRATIVE								\$86,620						\$115,768				\$164,993			\$194,974			\$197,200							
PAY PLAN: ZA	I								II						III						IV						V				
	\$35,048								\$69,373						\$100,602						\$141,367						\$166,283				
	\$81,648								\$109,122						\$155,521						\$183,782						\$197,200				
ADMINISTRATIVE SUPPORT		\$45,746		\$56,442		\$70,388		\$86,620		\$105,356																					
PAY PLAN: ZS	I		II		III		IV		V																						
	\$35,048		\$36,464		\$45,785		\$56,715		\$69,373																						
	\$43,120		\$53,202		\$66,348		\$81,648		\$99,308																						
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
31.57		31.57		1.3157 / 1.3157 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.3157 Curr. Yr Rate: 0.3157 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 - 55,759	69,373 - 87,039	100,602 - 125,010	141,367 - 160,218	166,283 - 180,024
02	55,760 - 71,292	87,040 - 100,289	125,011 - 143,317	160,219 - 174,356	180,025 - 190,330
03	71,293 - 81,648	100,290 - 109,122	143,318 - 155,521	174,357 - 183,782	190,331 - 197,200
04**	81,649 - 84,097	109,123 - 112,396	155,522 - 160,187	183,783 - 189,295	197,200 - 197,200***
05**	84,098 - 86,620	112,397 - 115,768	160,188 - 164,993	189,296 - 194,974	197,200 - 197,200****

Locality Area: Seattle-Tacoma, WA

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.3157 Curr. Yr Rate: 0.3157 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 - 43,903	45,785 - 54,924	56,715 - 67,796	69,373 - 82,677
02	38,637 - 41,326	43,904 - 49,482	54,925 - 61,778	67,797 - 76,107	82,678 - 92,656
03	41,327 - 43,120	49,483 - 53,202	61,779 - 66,348	76,108 - 81,648	92,657 - 99,308
04**	43,121 - 44,414	53,203 - 54,798	66,349 - 68,338	81,649 - 84,097	99,309 - 102,287
05**	44,415 - 45,746	54,799 - 56,442	68,339 - 70,388	84,098 - 86,620	102,288 - 105,356

Locality Area: Seattle-Tacoma, 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: 0.3157 Curr. Yr Rate: 0.3157 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 - 48,959	56,715 - 75,645	83,935 - 104,758	119,630 - 148,142	166,283 - 180,024
02	48,960 - 59,392	75,646 - 89,843	104,759 - 120,375	148,143 - 169,526	180,025 - 190,330
03	59,393 - 66,348	89,844 - 99,308	120,376 - 130,786	169,527 - 183,782	190,331 - 197,200
04**	66,349 - 68,338	99,309 - 102,287	130,787 - 134,710	183,783 - 189,295	197,200 - 197,200***
05**	68,339 - 70,388	102,288 - 105,356	134,711 - 138,751	189,296 - 194,974	197,200 - 197,200****

Locality Area: Seattle-Tacoma, WA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.3157 Curr. Yr Rate: 0.3157 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 - 43,116	45,785 - 61,724	69,373 - 82,677	83,935 - 104,758	119,630 - 135,582
02	43,117 - 49,168	61,725 - 73,678	82,678 - 92,656	104,759 - 120,375	135,583 - 147,545
03	49,169 - 53,202	73,679 - 81,648	92,657 - 99,308	120,376 - 130,786	147,546 - 155,521
04**	53,203 - 54,798	81,649 - 84,097	99,309 - 102,287	130,787 - 134,710	155,522 - 160,187
05**	54,799 - 56,442	84,098 - 86,620	102,288 - 105,356	134,711 - 138,751	160,188 - 164,993

Locality Area: Seattle-Tacoma, 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.