

2026 Alternative Personnel Management System

San Jose-San Francisco-Oakland, CA

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V		
\$35,048	\$78,290	\$63,081	\$117,183	\$154,327	\$197,200	\$197,200																	
\$73,796		\$110,456					\$93,358																
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT		\$62,777		\$96,344	\$117,183			\$154,327		\$183,514													
\$35,048		\$50,925					\$77,161																
\$59,174		\$90,814					\$110,456																
ADMINISTRATIVE PAY PLAN: ZA				\$96,344				\$128,762															
\$35,048							\$77,161																
\$90,814							\$121,371																
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$49,608	\$62,777	\$78,290	\$96,344		\$117,183																	
I	II	III	IV	V																			
\$35,048	\$40,548	\$50,925	\$63,081	\$77,161																			
\$46,760	\$59,174	\$73,796	\$90,814	\$110,456																			
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
46.34	46.34	1.4634 / 1.4634 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.4634 Curr. Yr Rate: 0.4634 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 - 59,833	77,161 - 96,810	111,896 - 139,044	157,236 - 174,998	184,950 - 190,394
02	59,834 - 78,422	96,811 - 111,547	139,045 - 159,406	174,999 - 188,319	190,395 - 194,478
03	78,423 - 90,814	111,548 - 121,371	159,407 - 172,980	188,320 - 197,200	194,479 - 197,200
04**	90,815 - 93,538	121,372 - 125,012	172,981 - 178,169	197,200 - 197,200	197,200 - 197,200***
05**	93,539 - 96,344	125,013 - 128,762	178,170 - 183,514	197,200 - 197,200	197,200 - 197,200****

Locality Area: San Jose-San Francisco-Oakland, CA

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.4634 Curr. Yr Rate: 0.4634 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 - 40,253	40,548 - 48,826	50,925 - 61,090	63,081 - 75,407	77,161 - 91,959
02	40,254 - 44,157	48,827 - 55,035	61,091 - 68,714	75,408 - 84,651	91,960 - 103,057
03	44,158 - 46,760	55,036 - 59,174	68,715 - 73,796	84,652 - 90,814	103,058 - 110,456
04**	46,761 - 48,163	59,175 - 60,949	73,797 - 76,010	90,815 - 93,538	110,457 - 113,770
05**	48,164 - 49,608	60,950 - 62,777	76,011 - 78,290	93,539 - 96,344	113,771 - 117,183

Locality Area: San Jose-San Francisco-Oakland, 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: 0.4634 Curr. Yr Rate: 0.4634 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 - 52,269	63,081 - 84,137	93,358 - 116,518	133,060 - 161,567	184,950 - 190,394
02	52,270 - 65,185	84,138 - 99,928	116,519 - 133,888	161,568 - 182,947	190,395 - 194,478
03	65,186 - 73,796	99,929 - 110,456	133,889 - 145,468	182,948 - 197,200	194,479 - 197,200
04**	73,797 - 76,010	110,457 - 113,770	145,469 - 149,832	197,200 - 197,200	197,200 - 197,200***
05**	76,011 - 78,290	113,771 - 117,183	149,833 - 154,327	197,200 - 197,200	197,200 - 197,200****

Locality Area: San Jose-San Francisco-Oakland, CA

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.4634 Curr. Yr Rate: 0.4634 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 - 45,771	50,925 - 68,653	77,161 - 91,959	93,358 - 116,518	133,060 - 150,802
02	45,772 - 53,813	68,654 - 81,950	91,960 - 103,057	116,519 - 133,888	150,803 - 164,109
03	53,814 - 59,174	81,951 - 90,814	103,058 - 110,456	133,889 - 145,468	164,110 - 172,980
04**	59,175 - 60,949	90,815 - 93,538	110,457 - 113,770	145,469 - 149,832	172,981 - 178,169
05**	60,950 - 62,777	93,539 - 96,344	113,771 - 117,183	149,833 - 154,327	178,170 - 183,514

Locality Area: San Jose-San Francisco-Oakland, 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.