

2026

Alternative Personnel Management System

Cleveland-Akron-Canton, OH

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					\$66,232	II					\$97,877	III					\$128,901	IV					\$181,134	V					\$197,200		
	\$35,048	\$52,688	\$92,258	\$77,977	\$121,502	\$111,138	\$170,736	\$154,479	\$197,200																							
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	I					\$52,435	II					\$80,472	\$97,877	III					\$128,901	IV					\$153,279	V					\$154,479	
ADMINISTRATIVE PAY PLAN: ZA	I					\$80,472	II					\$107,548	\$107,548	III					\$153,279	IV					\$181,134	V					\$197,200	
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	I					\$45,746	II					\$52,435	\$65,392	\$80,472	\$97,877	III					IV					V					\$154,479	\$197,200
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
22.23	22.23	1.2223 / 1.2223 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2223 Curr. Yr Rate: 0.2223 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 - 53,183	64,448 - 80,860	93,461 - 116,137	131,331 - 148,844	154,479 - 173,466
02	53,184 - 66,784	80,861 - 93,169	116,138 - 133,143	148,845 - 161,979	173,467 - 187,706
03	66,785 - 75,852	93,170 - 101,375	133,144 - 144,481	161,980 - 170,736	187,707 - 197,200
04**	75,853 - 78,128	101,376 - 104,416	144,482 - 148,815	170,737 - 175,858	197,200 - 197,200***
05**	78,129 - 80,472	104,417 - 107,548	148,816 - 153,279	175,859 - 181,134	197,200 - 197,200****

Locality Area: Cleveland-Akron-Canton, OH

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2223 Curr. Yr Rate: 0.2223 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	36,464 - 42,224	42,535 - 51,025	52,688 - 62,983	64,448 - 76,808
02	38,637 - 41,326	42,225 - 46,545	51,026 - 57,393	62,984 - 70,704	76,809 - 86,078
03	41,327 - 43,120	46,546 - 49,425	57,394 - 61,638	70,705 - 75,852	86,079 - 92,258
04**	43,121 - 44,414	49,426 - 50,908	61,639 - 63,487	75,853 - 78,128	92,259 - 95,026
05**	44,415 - 45,746	50,909 - 52,435	63,488 - 65,392	78,129 - 80,472	95,027 - 97,877

Locality Area: Cleveland-Akron-Canton, OH

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: 0.2223 Curr. Yr Rate: 0.2223 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 - 47,218	52,688 - 70,275	77,977 - 97,321	111,138 - 137,626	154,479 - 173,466
02	47,219 - 56,345	70,276 - 83,465	97,322 - 111,830	137,627 - 157,492	173,467 - 187,706
03	56,346 - 62,430	83,466 - 92,258	111,831 - 121,502	157,493 - 170,736	187,707 - 197,200
04**	62,431 - 64,303	92,259 - 95,026	121,503 - 125,147	170,737 - 175,858	197,200 - 197,200***
05**	64,304 - 66,232	95,027 - 97,877	125,148 - 128,901	175,859 - 181,134	197,200 - 197,200****

Locality Area: Cleveland-Akron-Canton, OH

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2223 Curr. Yr Rate: 0.2223 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 - 41,438	42,535 - 57,343	64,448 - 76,808	77,977 - 97,321	111,138 - 125,957
02	41,439 - 46,230	57,344 - 68,448	76,809 - 86,078	97,322 - 111,830	125,958 - 137,071
03	46,231 - 49,425	68,449 - 75,852	86,079 - 92,258	111,831 - 121,502	137,072 - 144,481
04**	49,426 - 50,908	75,853 - 78,128	92,259 - 95,026	121,503 - 125,147	144,482 - 148,815
05**	50,909 - 52,435	78,129 - 80,472	95,027 - 97,877	125,148 - 128,901	148,816 - 153,279

Locality Area: Cleveland-Akron-Canton, OH

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.