

2026 Alternative Personnel Management System

Cleveland-Akron-Canton, OH

CAREER PATH																															
SCIENTIFIC AND ENGINEERING						\$66,232						\$97,877			\$128,901			\$181,134			\$197,200										
	I						II						III						IV						V						
	\$35,048						\$52,688						\$77,977						\$111,138						\$154,479						
PAY PLAN: ZP	\$62,430						\$92,258						\$121,502						\$170,736						\$197,200						
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$52,435				\$80,472				\$97,877				\$128,901			\$153,279												
	I				II				III				IV				V														
	\$35,048				\$42,535				\$64,448				\$77,977				\$111,138														
PAY PLAN: ZT	\$49,425				\$75,852				\$92,258				\$121,502				\$144,481														
ADMINISTRATIVE								\$80,472						\$107,548				\$153,279			\$181,134			\$197,200							
PAY PLAN: ZA	I								II						III						IV						V				
	\$35,048								\$64,448						\$93,461						\$131,331						\$154,479				
	\$75,852								\$101,375						\$144,481						\$170,736						\$197,200				
ADMINISTRATIVE SUPPORT			\$45,746			\$52,435			\$65,392			\$80,472			\$97,877																
PAY PLAN: ZS	I			II			III			IV			V																		
	\$35,048			\$36,464			\$42,535			\$52,688			\$64,448																		
	\$43,120			\$49,425			\$61,638			\$75,852			\$92,258																		
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

22.23

2026 rate

22.23

NIST Locality Increase Differential

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
Interval					
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
Interval					
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
Interval					
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
Interval					
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.