## Alternative Personnel Management System

### Cleveland-Akron-Canton, OH

### CAREER PATH

<table>
<thead>
<tr>
<th>SCIENTIFIC AND ENGINEERING</th>
<th>PAY PLAN: ZP</th>
<th>SCIENTIFIC AND ENGINEERING TECHNICIAN</th>
<th>PAY PLAN: ZT</th>
<th>ADMINISTRATIVE</th>
<th>PAY PLAN: ZA</th>
<th>ADMINISTRATIVE SUPPORT</th>
<th>PAY PLAN: ZS</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>$34,121</td>
<td>I</td>
<td>$34,121</td>
<td>I</td>
<td>$44,542</td>
<td>I</td>
<td>$34,121</td>
</tr>
<tr>
<td>II</td>
<td>$51,203</td>
<td>II</td>
<td>$41,335</td>
<td>II</td>
<td>$50,949</td>
<td>II</td>
<td>$35,499</td>
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<tr>
<td>III</td>
<td>$75,777</td>
<td>III</td>
<td>$62,630</td>
<td>III</td>
<td>$63,550</td>
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<tr>
<td>IV</td>
<td>$108,003</td>
<td>IV</td>
<td>$75,777</td>
<td>IV</td>
<td>$78,203</td>
<td>IV</td>
<td>$51,203</td>
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<tr>
<td>V</td>
<td>$150,122</td>
<td>V</td>
<td>$108,003</td>
<td>V</td>
<td>$148,959</td>
<td>V</td>
<td>$62,630</td>
</tr>
</tbody>
</table>

### Corresponding GS Grade

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
</tr>
</thead>
</table>

### 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, $191,900, Division Chiefs' pay ceiling $191,900
- The GS-15, step 10, biweekly gross maximum pay limitation for 2024 is $7,356.00

<table>
<thead>
<tr>
<th>2023 rate</th>
<th>2024 rate</th>
<th>NIST Locality Increase Differential</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.69</td>
<td>22.01</td>
<td>1.2201 / 1.2169 = 1.00263</td>
</tr>
</tbody>
</table>
# NIST Pay Tables

**ADMINISTRATIVE**

<table>
<thead>
<tr>
<th>Band</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS Range</td>
<td>1-8</td>
<td>9-11</td>
<td>12-13</td>
<td>14-14</td>
<td>15-15</td>
</tr>
<tr>
<td>01</td>
<td>34,121  - 51,718</td>
<td>62,630  - 78,575</td>
<td>90,825  - 112,862</td>
<td>127,627 - 144,645</td>
<td>150,122 - 168,690</td>
</tr>
<tr>
<td>02</td>
<td>51,719  - 64,916</td>
<td>78,576  - 90,534</td>
<td>112,863 - 129,390</td>
<td>144,646 - 157,409</td>
<td>168,691 - 182,616</td>
</tr>
<tr>
<td>03</td>
<td>64,917  - 73,714</td>
<td>90,535  - 98,507</td>
<td>129,391 - 140,408</td>
<td>157,410 - 165,918</td>
<td>182,617 - 191,900</td>
</tr>
<tr>
<td>04**</td>
<td>73,715  - 75,925</td>
<td>98,508  - 101,462</td>
<td>140,409 - 144,620</td>
<td>165,919 - 170,896</td>
<td>191,900 - 191,900***</td>
</tr>
<tr>
<td>05**</td>
<td>75,926  - 78,203</td>
<td>101,463 - 104,506</td>
<td>144,621 - 148,959</td>
<td>170,897 - 176,023</td>
<td>191,900 - 191,900****</td>
</tr>
</tbody>
</table>

Locality Area: Cleveland-Akron-Canton, OH

**ADMINISTRATIVE SUPPORT**

<table>
<thead>
<tr>
<th>Band</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS Range</td>
<td>1-2</td>
<td>3-4</td>
<td>5-6</td>
<td>7-8</td>
<td>9-10</td>
</tr>
<tr>
<td>01</td>
<td>34,121  - 37,616</td>
<td>35,499  - 41,066</td>
<td>41,335 - 49,587</td>
<td>51,203  - 61,208</td>
<td>62,630 - 74,642</td>
</tr>
<tr>
<td>02</td>
<td>37,617  - 40,237</td>
<td>41,067  - 45,241</td>
<td>49,588 - 55,776</td>
<td>61,209  - 68,712</td>
<td>74,643 - 83,652</td>
</tr>
<tr>
<td>03</td>
<td>40,238  - 41,985</td>
<td>45,242  - 48,024</td>
<td>55,777 - 59,902</td>
<td>68,713  - 73,714</td>
<td>83,653 - 89,658</td>
</tr>
<tr>
<td>05**</td>
<td>43,246  - 44,542</td>
<td>49,466  - 50,949</td>
<td>61,700 - 63,550</td>
<td>75,926  - 78,203</td>
<td>92,349 - 95,118</td>
</tr>
</tbody>
</table>

Locality Area: Cleveland-Akron-Canton, OH

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**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

<table>
<thead>
<tr>
<th>Band</th>
<th>Interval</th>
<th>GS Range</th>
<th>Prev. Yr Rate: 0.2169</th>
<th>Curr. Yr Rate: 0.2201</th>
<th>Loc. Diff: 1.00263</th>
<th>Gen. Inc.: 4.7</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>1-6</td>
<td>34,121 - 45,967</td>
<td>51,203 - 68,294</td>
<td>75,777 - 94,573</td>
<td>108,003 - 133,743</td>
<td>150,122 - 168,690</td>
</tr>
<tr>
<td>II</td>
<td>7-10</td>
<td>45,968 - 54,851</td>
<td>68,295 - 81,112</td>
<td>94,574 - 108,671</td>
<td>133,744 - 153,048</td>
<td>168,691 - 182,616</td>
</tr>
<tr>
<td>III</td>
<td>11-12</td>
<td>54,852 - 60,774</td>
<td>81,113 - 89,658</td>
<td>108,672 - 118,069</td>
<td>153,049 - 165,918</td>
<td>182,617 - 191,900</td>
</tr>
<tr>
<td>IV</td>
<td>13-14</td>
<td>60,775 - 62,597</td>
<td>89,659 - 92,348</td>
<td>118,070 - 121,611</td>
<td>165,919 - 170,896</td>
<td>191,900 - 191,900***</td>
</tr>
<tr>
<td>V</td>
<td>15-15</td>
<td>62,598 - 64,475</td>
<td>92,349 - 95,118</td>
<td>121,612 - 125,259</td>
<td>170,897 - 176,023</td>
<td>191,900 - 191,900****</td>
</tr>
</tbody>
</table>

Locality Area: Cleveland-Akron-Canton, OH

### Pay Plan: ZP

** Pay Table ZP: Pay Plan: ZP Effective: January 14, 2024

### SCIENTIFIC AND ENGINEERING TECHNICIAN

<table>
<thead>
<tr>
<th>Band</th>
<th>Interval</th>
<th>GS Range</th>
<th>Prev. Yr Rate: 0.2169</th>
<th>Curr. Yr Rate: 0.2201</th>
<th>Loc. Diff: 1.00263</th>
<th>Gen. Inc.: 4.7</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>1-4</td>
<td>34,121 - 40,300</td>
<td>41,335 - 55,726</td>
<td>62,630 - 74,642</td>
<td>75,777 - 94,573</td>
<td>108,003 - 122,405</td>
</tr>
<tr>
<td>III</td>
<td>9-10</td>
<td>44,935 - 48,024</td>
<td>66,520 - 73,714</td>
<td>83,653 - 89,658</td>
<td>108,672 - 118,069</td>
<td>133,208 - 140,408</td>
</tr>
<tr>
<td>IV</td>
<td>11-12</td>
<td>48,025 - 49,465</td>
<td>73,715 - 75,925</td>
<td>89,659 - 92,348</td>
<td>118,070 - 121,611</td>
<td>140,409 - 144,620</td>
</tr>
<tr>
<td>V</td>
<td>13-13</td>
<td>49,466 - 50,949</td>
<td>75,926 - 78,203</td>
<td>92,349 - 95,118</td>
<td>121,612 - 125,259</td>
<td>144,621 - 148,959</td>
</tr>
</tbody>
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Locality Area: Cleveland-Akron-Canton, OH

### Pay Plan: ZT

** Pay Table ZT: Pay Plan: ZT Effective: January 14, 2024

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

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For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.