

2025

# Alternative Personnel Management System

Cleveland-Akron-Canton, OH

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$65,569					\$96,909					\$127,627					\$179,333					\$195,200										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,701				\$52,167				\$77,204				\$110,038				\$152,950																		
	\$61,805				\$91,346				\$120,301				\$169,039				\$195,200																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,918				\$79,683				\$96,909				\$127,627				\$151,763															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,701			\$42,113			\$63,810			\$77,204			\$110,038																						
	\$48,938			\$75,109			\$91,346			\$120,301			\$143,051																						
ADMINISTRATIVE							\$79,683							\$106,473							\$151,763							\$179,333							\$195,200
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,701						\$63,810						\$92,535						\$130,031						\$152,950										
	\$75,109						\$100,361						\$143,051						\$169,039						\$195,200										
ADMINISTRATIVE SUPPORT			\$45,294			\$51,918			\$64,743			\$79,683			\$96,909																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,701		\$36,103		\$42,113		\$52,167		\$63,810																										
	\$42,694		\$48,938		\$61,026		\$75,109		\$91,346																										
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, \$195,200, Division Chiefs' pay ceiling \$195,200

The GS-15, step 10, biweekly gross maximum pay limitation for 2025 is \$7,482.40

$$\frac{2024 \text{ rate}}{22.01} = \frac{2025 \text{ rate}}{22.23}$$

NIST Locality Increase Differential

$$1.2223 / 1.2201 = 1.0018$$

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA**    Effective: **January 12, 2025**

Prev. Yr Rate: **0.2201**    Curr. Yr Rate: **0.2223**    Loc. Diff: **1.0018**    Gen. Inc.: **1.7**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	34,701 - 52,660	63,810 - 80,055	92,535 - 114,987	130,031 - 147,368	152,950 - 171,728
02	52,661 - 66,129	80,056 - 92,239	114,988 - 131,825	147,369 - 160,371	171,729 - 185,811
03	66,130 - 75,109	92,240 - 100,361	131,826 - 143,051	160,372 - 169,039	185,812 - 195,200
04**	75,110 - 77,362	100,362 - 103,372	143,052 - 147,343	169,040 - 174,110	195,200 - 195,200***
05**	77,363 - 79,683	103,373 - 106,473	147,344 - 151,763	174,111 - 179,333	195,200 - 195,200****

Locality Area: **Cleveland-Akron-Canton, OH**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS**    Effective: **January 12, 2025**

Prev. Yr Rate: **0.2201**    Curr. Yr Rate: **0.2223**    Loc. Diff: **1.0018**    Gen. Inc.: **1.7**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	34,701 - 38,253	36,103 - 41,807	42,113 - 50,519	52,167 - 62,363	63,810 - 76,048
02	38,254 - 40,918	41,808 - 46,086	50,520 - 56,823	62,364 - 70,011	76,049 - 85,227
03	40,919 - 42,694	46,087 - 48,938	56,824 - 61,026	70,012 - 75,109	85,228 - 91,346
04**	42,695 - 43,975	48,939 - 50,406	61,027 - 62,857	75,110 - 77,362	91,347 - 94,086
05**	43,976 - 45,294	50,407 - 51,918	62,858 - 64,743	77,363 - 79,683	94,087 - 96,909

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 12, 2025

Prev. Yr Rate: 0.2201    Curr. Yr Rate: 0.2223    Loc. Diff: 1.0018    Gen. Inc.: 1.7

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	34,701 - 46,747	52,167 - 69,580	77,204 - 96,358	110,038 - 136,261	152,950 - 171,728
02	46,748 - 55,782	69,581 - 82,640	96,359 - 110,724	136,262 - 155,928	171,729 - 185,811
03	55,783 - 61,805	82,641 - 91,346	110,725 - 120,301	155,929 - 169,039	185,812 - 195,200
04**	61,806 - 63,659	91,347 - 94,086	120,302 - 123,910	169,040 - 174,110	195,200 - 195,200***
05**	63,660 - 65,569	94,087 - 96,909	123,911 - 127,627	174,111 - 179,333	195,200 - 195,200****

Locality Area: Cleveland-Akron-Canton, OH

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 12, 2025

Prev. Yr Rate: 0.2201    Curr. Yr Rate: 0.2223    Loc. Diff: 1.0018    Gen. Inc.: 1.7

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	34,701 - 41,029	42,113 - 56,778	63,810 - 76,048	77,204 - 96,358	110,038 - 124,710
02	41,030 - 45,774	56,779 - 67,777	76,049 - 85,227	96,359 - 110,724	124,711 - 135,715
03	45,775 - 48,938	67,778 - 75,109	85,228 - 91,346	110,725 - 120,301	135,716 - 143,051
04**	48,939 - 50,406	75,110 - 77,362	91,347 - 94,086	120,302 - 123,910	143,052 - 147,343
05**	50,407 - 51,918	77,363 - 79,683	94,087 - 96,909	123,911 - 127,627	147,344 - 151,763

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.