

2024

# Alternative Personnel Management System

State of Hawaii

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$70,918					\$107,460					\$135,300					\$175,706					\$191,900										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$34,121				\$51,110				\$75,640				\$107,809				\$149,852																		
	\$66,847				\$101,291				\$127,533				\$165,619				\$191,900																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$50,857				\$78,062				\$94,946				\$125,034				\$148,691															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$34,121			\$41,260			\$62,517			\$75,640			\$107,809																						
	\$47,938			\$73,581			\$89,496			\$117,856			\$140,155																						
ADMINISTRATIVE							\$78,062							\$104,318							\$148,691							\$175,706							\$191,900
PAY PLAN: ZA	I						II						III						IV						V										
	\$34,121						\$62,517						\$90,662						\$127,397						\$149,852										
	\$73,581						\$98,330						\$140,155						\$165,619						\$191,900										
ADMINISTRATIVE SUPPORT			\$44,542			\$50,857			\$63,436			\$78,062			\$94,946																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$34,121		\$35,499		\$41,260		\$51,110		\$62,517																										
	\$41,985		\$47,938		\$59,794		\$73,581		\$89,496																										
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, \$191,900, Division Chiefs' pay ceiling \$191,900

The GS-15, step 10, biweekly gross maximum pay limitation for 2024 is \$7,356.00

2023 rate	2024 rate
21.17	21.79

NIST Locality Increase Differential

$$1.2179 / 1.2117 = 1.00512$$

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA**    Effective: **January 14, 2024**

Prev. Yr Rate: **0.2117**    Curr. Yr Rate: **0.2179**    Loc. Diff: **1.00512**    Gen. Inc.: **4.7**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	34,121 - 51,659	62,517 - 78,434	90,662 - 112,659	127,397 - 144,385	149,852 - 168,540
02	51,660 - 64,812	78,435 - 90,372	112,660 - 129,157	144,386 - 157,125	168,541 - 182,556
03	64,813 - 73,581	90,373 - 98,330	129,158 - 140,155	157,126 - 165,619	182,557 - 191,900
04**	73,582 - 75,788	98,331 - 101,280	140,156 - 144,360	165,620 - 170,588	191,900 - 191,900***
05**	75,789 - 78,062	101,281 - 104,318	144,361 - 148,691	170,589 - 175,706	191,900 - 191,900****

Locality Area: **State of Hawaii**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS**    Effective: **January 14, 2024**

Prev. Yr Rate: **0.2117**    Curr. Yr Rate: **0.2179**    Loc. Diff: **1.00512**    Gen. Inc.: **4.7**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	34,121 - 37,616	35,499 - 41,027	41,260 - 49,497	51,110 - 61,097	62,517 - 74,508
02	37,617 - 40,237	41,028 - 45,174	49,498 - 55,675	61,098 - 68,587	74,509 - 83,501
03	40,238 - 41,985	45,175 - 47,938	55,676 - 59,794	68,588 - 73,581	83,502 - 89,496
04**	41,986 - 43,245	47,939 - 49,376	59,795 - 61,588	73,582 - 75,788	89,497 - 92,181
05**	43,246 - 44,542	49,377 - 50,857	61,589 - 63,436	75,789 - 78,062	92,182 - 94,946

Locality Area: **State of Hawaii**

### 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 14, 2024

Prev. Yr Rate: 0.2117    Curr. Yr Rate: 0.2179    Loc. Diff: 1.00512    Gen. Inc.: 4.7

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	34,121 - 48,666	51,110 - 73,413	75,640 - 98,704	107,809 - 133,502	149,852 - 168,540
02	48,667 - 59,575	73,414 - 90,140	98,705 - 116,001	133,503 - 152,772	168,541 - 182,556
03	59,576 - 66,847	90,141 - 101,291	116,002 - 127,533	152,773 - 165,619	182,557 - 191,900
04**	66,848 - 68,852	101,292 - 104,330	127,534 - 131,359	165,620 - 170,588	191,900 - 191,900***
05**	68,853 - 70,918	104,331 - 107,460	131,360 - 135,300	170,589 - 175,706	191,900 - 191,900****

Locality Area: State of Hawaii

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 14, 2024

Prev. Yr Rate: 0.2117    Curr. Yr Rate: 0.2179    Loc. Diff: 1.00512    Gen. Inc.: 4.7

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	34,121 - 40,262	41,260 - 55,625	62,517 - 74,508	75,640 - 94,403	107,809 - 122,185
02	40,263 - 44,868	55,626 - 66,399	74,509 - 83,501	94,404 - 108,475	122,186 - 132,967
03	44,869 - 47,938	66,400 - 73,581	83,502 - 89,496	108,476 - 117,856	132,968 - 140,155
04**	47,939 - 49,376	73,582 - 75,788	89,497 - 92,181	117,857 - 121,392	140,156 - 144,360
05**	49,377 - 50,857	75,789 - 78,062	92,182 - 94,946	121,393 - 125,034	144,361 - 148,691

Locality Area: State of Hawaii

### 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.