

2025

Alternative Personnel Management System

State of Hawaii

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$72,320					\$109,589				\$138,049			\$179,304	\$195,200	
PAY PLAN: ZP	I				II				III			IV		V					
	\$34,701				\$52,158				\$77,192			\$110,020			\$152,925				
	\$68,169				\$103,298				\$130,124			\$169,012			\$195,200				
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$51,910				\$79,671			\$96,893			\$127,607			\$151,738		
PAY PLAN: ZT	I			II			III		IV		V								
	\$34,701			\$42,106			\$63,800		\$77,192			\$110,020							
	\$48,930			\$75,097			\$91,331		\$120,282			\$143,027							
ADMINISTRATIVE							\$79,671				\$106,455			\$151,738	\$179,304	\$195,200			
PAY PLAN: ZA	I						II			III		IV		V					
	\$34,701						\$63,800			\$92,520			\$130,009	\$152,925					
	\$75,097						\$100,344			\$143,027			\$169,012	\$195,200					
ADMINISTRATIVE SUPPORT	\$45,294	\$51,910	\$64,731	\$79,671	\$96,893														
PAY PLAN: ZS	I	II	III	IV	V														
	\$34,701	\$36,103	\$42,106	\$52,158	\$63,800														
	\$42,694	\$48,930	\$61,016	\$75,097	\$91,331														
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

2024 rate	2025 rate
21.79	22.21

NIST Locality Increase Differential
 $1.2221 / 1.2179 = 1.00345$

NIST Pay Tables

ADMINISTRATIVE

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

Prev. Yr Rate: **0.2179** Curr. Yr Rate: **0.2221** Loc. Diff: **1.00345** 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 - 52,655	63,800 - 80,042	92,520 - 114,968	130,009 - 147,344	152,925 - 171,714
02	52,656 - 66,120	80,043 - 92,223	114,969 - 131,803	147,345 - 160,345	171,715 - 185,806
03	66,121 - 75,097	92,224 - 100,344	131,804 - 143,027	160,346 - 169,012	185,807 - 195,200
04**	75,098 - 77,350	100,345 - 103,354	143,028 - 147,318	169,013 - 174,082	195,200 - 195,200***
05**	77,351 - 79,671	103,355 - 106,455	147,319 - 151,738	174,083 - 179,304	195,200 - 195,200****

Locality Area: **State of Hawaii**

ADMINISTRATIVE SUPPORT

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

Prev. Yr Rate: **0.2179** Curr. Yr Rate: **0.2221** Loc. Diff: **1.00345** 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 - 41,804	42,106 - 50,510	52,158 - 62,353	63,800 - 76,036
02	38,254 - 40,918	41,805 - 46,080	50,511 - 56,814	62,354 - 69,999	76,037 - 85,213
03	40,919 - 42,694	46,081 - 48,930	56,815 - 61,016	70,000 - 75,097	85,214 - 91,331
04**	42,695 - 43,975	48,931 - 50,398	61,017 - 62,846	75,098 - 77,350	91,332 - 94,071
05**	43,976 - 45,294	50,399 - 51,910	62,847 - 64,731	77,351 - 79,671	94,072 - 96,893

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 12, 2025

Prev. Yr Rate: 0.2179 Curr. Yr Rate: 0.2221 Loc. Diff: 1.00345 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 - 49,576	52,158 - 74,887	77,192 - 100,717	110,020 - 136,239	152,925 - 171,714
02	49,577 - 60,732	74,888 - 91,934	100,718 - 118,361	136,240 - 155,903	171,715 - 185,806
03	60,733 - 68,169	91,935 - 103,298	118,362 - 130,124	155,904 - 169,012	185,807 - 195,200
04**	68,170 - 70,214	103,299 - 106,397	130,125 - 134,028	169,013 - 174,082	195,200 - 195,200***
05**	70,215 - 72,320	106,398 - 109,589	134,029 - 138,049	174,083 - 179,304	195,200 - 195,200****

Locality Area: State of Hawaii

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 12, 2025

Prev. Yr Rate: 0.2179 Curr. Yr Rate: 0.2221 Loc. Diff: 1.00345 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 - 41,025	42,106 - 56,769	63,800 - 76,036	77,192 - 96,343	110,020 - 124,690
02	41,026 - 45,768	56,770 - 67,766	76,037 - 85,213	96,344 - 110,706	124,691 - 135,692
03	45,769 - 48,930	67,767 - 75,097	85,214 - 91,331	110,707 - 120,282	135,693 - 143,027
04**	48,931 - 50,398	75,098 - 77,350	91,332 - 94,071	120,283 - 123,890	143,028 - 147,318
05**	50,399 - 51,910	77,351 - 79,671	94,072 - 96,893	123,891 - 127,607	147,319 - 151,738

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.