

2016

Alternative Personnel Management System

State of Hawaii

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$57,223					\$86,700					\$108,609					\$140,584					\$160,300										
PAY PLAN: ZP	I					II					III					IV					V														
					\$21,426					\$40,894					\$60,520					\$86,260					\$119,901										
					\$53,938					\$81,723					\$102,375					\$132,514					\$155,876										
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$40,695				\$62,456				\$75,973				\$100,045				\$118,971															
PAY PLAN: ZT	I				II				III				IV				V																		
				\$21,426				\$33,013				\$50,022				\$60,520				\$86,260															
				\$38,359				\$58,871				\$71,612				\$94,302				\$112,142															
ADMINISTRATIVE							\$62,456							\$83,467							\$118,971							\$140,584							\$160,300
PAY PLAN: ZA	I							II							III							IV							V						
							\$21,426							\$50,022							\$72,540							\$101,932							\$119,901
							\$58,871							\$78,676							\$112,142							\$132,514							\$155,876
ADMINISTRATIVE SUPPORT			\$32,170			\$40,695			\$50,751			\$62,456			\$75,973																				
PAY PLAN: ZS	I			II			III			IV			V																						
			\$21,426			\$26,285			\$33,013			\$40,894			\$50,022																				
			\$30,323			\$38,359			\$47,838			\$58,871			\$71,612																				
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, \$160,300, Division Chiefs' pay ceiling \$160,300

The GS-15, step 10, biweekly gross maximum pay limitation for 2016 is \$ 5975.20

2015 rate	2016 rate
16.51	16.81

NIST Locality Increase Differential
 $1.1681 / 1.1651 = 1.00257$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 10, 2016**

Prev. Yr Rate: **.1651** Curr. Yr Rate: **.1681** Loc. Diff: **1.00257** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	21,426 - 38,068	50,022 - 62,757	72,540 - 90,141	101,932 - 115,524	119,901 - 135,890
02	38,069 - 50,550	62,758 - 72,308	90,142 - 103,342	115,525 - 125,718	135,891 - 147,882
03	50,551 - 58,871	72,309 - 78,676	103,343 - 112,142	125,719 - 132,514	147,883 - 155,876
04**	58,872 - 60,637	78,677 - 81,036	112,143 - 115,506	132,515 - 136,489	155,877 - 160,300***
05**	60,638 - 62,456	81,037 - 83,467	115,507 - 118,971	136,490 - 140,584	160,300 - 160,300****

Locality Area: **State of Hawaii**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 10, 2016**

Prev. Yr Rate: **.1651** Curr. Yr Rate: **.1681** Loc. Diff: **1.00257** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	21,426 - 25,380	26,285 - 31,651	33,013 - 39,602	40,894 - 48,884	50,022 - 59,618
02	25,381 - 28,346	31,652 - 35,676	39,603 - 44,544	48,885 - 54,876	59,619 - 66,814
03	28,347 - 30,323	35,677 - 38,359	44,545 - 47,838	54,877 - 58,871	66,815 - 71,612
04**	30,324 - 31,233	38,360 - 39,510	47,839 - 49,273	58,872 - 60,637	71,613 - 73,760
05**	31,234 - 32,170	39,511 - 40,695	49,274 - 50,751	60,638 - 62,456	73,761 - 75,973

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 10, 2016

Prev. Yr Rate: .1651 Curr. Yr Rate: .1681 Loc. Diff: 1.00257 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	21,426 - 35,876	40,894 - 59,040	60,520 - 79,122	86,260 - 106,817	119,901 - 135,890
02	35,877 - 46,713	59,041 - 72,650	79,123 - 93,074	106,818 - 122,235	135,891 - 147,882
03	46,714 - 53,938	72,651 - 81,723	93,075 - 102,375	122,236 - 132,514	147,883 - 155,876
04**	53,939 - 55,556	81,724 - 84,175	102,376 - 105,446	132,515 - 136,489	155,877 - 160,300***
05**	55,557 - 57,223	84,176 - 86,700	105,447 - 108,609	136,490 - 140,584	160,300 - 160,300****

Locality Area: State of Hawaii

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 10, 2016

Prev. Yr Rate: .1651 Curr. Yr Rate: .1681 Loc. Diff: 1.00257 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	21,426 - 28,952	33,013 - 44,505	50,022 - 59,618	60,520 - 75,534	86,260 - 97,763
02	28,953 - 34,596	44,506 - 53,125	59,619 - 66,814	75,535 - 86,795	97,764 - 106,390
03	34,597 - 38,359	53,126 - 58,871	66,815 - 71,612	86,796 - 94,302	106,391 - 112,142
04**	38,360 - 39,510	58,872 - 60,637	71,613 - 73,760	94,303 - 97,131	112,143 - 115,506
05**	39,511 - 40,695	60,638 - 62,456	73,761 - 75,973	97,132 - 100,045	115,507 - 118,971

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.