

2026

Alternative Personnel Management System

State of Hawaii

CAREER PATH

SCIENTIFIC AND ENGINEERING PAY PLAN: ZP	I					II					III					IV					V	
	\$73,053		\$110,693		\$139,426		\$181,104		\$197,200		\$77,964		\$111,119		\$154,454		\$197,200		\$154,454		\$197,200	
SCIENTIFIC AND ENGINEERING TECHNICIAN PAY PLAN: ZT	\$35,048	\$52,427	\$42,528	\$80,458	\$97,860	\$64,438	\$77,964	\$111,119	\$153,255													
PAY PLAN: ZT	\$68,859		\$75,840			\$92,243	\$121,482	\$144,457														
ADMINISTRATIVE PAY PLAN: ZA	\$35,048		\$75,840	\$80,458		\$64,438	\$93,445	\$131,310	\$153,255	\$181,104											\$197,200	
PAY PLAN: ZA						\$101,359		\$144,457														
ADMINISTRATIVE SUPPORT PAY PLAN: ZS	\$45,746	\$52,427	\$65,381	\$80,458	\$97,860	\$64,438																
PAY PLAN: ZS	\$35,048	\$36,464	\$42,528	\$52,680		\$43,120	\$49,417	\$61,628	\$75,840													
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, \$197,200, Division Chiefs' pay ceiling \$197,200

The GS-15, step 10, biweekly gross maximum pay limitation for 2026 is \$7,559.20

2025 rate

2026 rate

NIST Locality Increase Differential

22.21

22.21

1.2221 / 1.2221 = 1

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: ZA Effective: January 11, 2026

Prev. Yr Rate: 0.2221 Curr. Yr Rate: 0.2221 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
01	35,048 - 53,178	64,438 - 80,847	93,445 - 116,117	131,310 - 148,820	154,454 - 173,452
02	53,179 - 66,775	80,848 - 93,154	116,118 - 133,121	148,821 - 161,953	173,453 - 187,701
03	66,776 - 75,840	93,155 - 101,359	133,122 - 144,457	161,954 - 170,708	187,702 - 197,200
04**	75,841 - 78,115	101,360 - 104,400	144,458 - 148,791	170,709 - 175,829	197,200 - 197,200***
05**	78,116 - 80,458	104,401 - 107,532	148,792 - 153,255	175,830 - 181,104	197,200 - 197,200****

Locality Area: State of Hawaii

ADMINISTRATIVE SUPPORT

Pay Plan: ZS Effective: January 11, 2026

Prev. Yr Rate: 0.2221 Curr. Yr Rate: 0.2221 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
01	35,048 - 38,636	36,464 - 42,221	42,528 - 51,017	52,680 - 62,973	64,438 - 76,796
02	38,637 - 41,326	42,222 - 46,539	51,018 - 57,384	62,974 - 70,693	76,797 - 86,064
03	41,327 - 43,120	46,540 - 49,417	57,385 - 61,628	70,694 - 75,840	86,065 - 92,243
04**	43,121 - 44,414	49,418 - 50,900	61,629 - 63,477	75,841 - 78,115	92,244 - 95,010
05**	44,415 - 45,746	50,901 - 52,427	63,478 - 65,381	78,116 - 80,458	95,011 - 97,860

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 11, 2026

Prev. Yr Rate: 0.2221 Curr. Yr Rate: 0.2221 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
01	35,048 - 50,075	52,680 - 75,640	77,964 - 101,723	111,119 - 137,603	154,454 - 173,452
02	50,076 - 61,345	75,641 - 92,859	101,724 - 119,542	137,604 - 157,466	173,453 - 187,701
03	61,346 - 68,859	92,860 - 104,339	119,543 - 131,422	157,467 - 170,708	187,702 - 197,200
04**	68,860 - 70,925	104,340 - 107,469	131,423 - 135,365	170,709 - 175,829	197,200 - 197,200***
05**	70,926 - 73,053	107,470 - 110,693	135,366 - 139,426	175,830 - 181,104	197,200 - 197,200****

Locality Area: State of Hawaii

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 11, 2026

Prev. Yr Rate: 0.2221 Curr. Yr Rate: 0.2221 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
01	35,048 - 41,434	42,528 - 57,333	64,438 - 76,796	77,964 - 97,305	111,119 - 125,936
02	41,435 - 46,224	57,334 - 68,437	76,797 - 86,064	97,306 - 111,811	125,937 - 137,049
03	46,225 - 49,417	68,438 - 75,840	86,065 - 92,243	111,812 - 121,482	137,050 - 144,457
04**	49,418 - 50,900	75,841 - 78,115	92,244 - 95,010	121,483 - 125,126	144,458 - 148,791
05**	50,901 - 52,427	78,116 - 80,458	95,011 - 97,860	125,127 - 128,880	148,792 - 153,255

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.