

2021

Alternative Personnel Management System

State of Hawaii

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$62,737					\$95,054					\$119,418					\$154,844					\$172,500				
PAY PLAN: ZP	I				\$45,043	II				\$66,662	III				\$95,012	IV				\$132,066	V								
					\$59,136					\$89,597					\$112,563					\$145,955					\$171,686				
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$44,824					\$68,802					\$83,684					\$110,201					\$131,038				
PAY PLAN: ZT	I				\$36,363	II				\$55,097	III				\$66,662	IV				\$95,012	V								
					\$42,250					\$64,852					\$78,881					\$103,875					\$123,516				
ADMINISTRATIVE					\$68,802					\$91,943					\$131,038					\$154,844					\$172,500				
PAY PLAN: ZA	I				\$55,097	II				\$79,901	III				\$112,275	IV				\$132,066	V								
					\$64,852					\$86,665					\$123,516					\$145,955					\$171,686				
ADMINISTRATIVE SUPPORT	\$35,426	\$44,824	\$55,903	\$68,802	\$83,684																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$23,599	\$28,953	\$36,363	\$45,043	\$55,097																								
	\$33,392	\$42,250	\$52,694	\$64,852	\$78,881																								
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, \$172,500, Division Chiefs' pay ceiling \$172,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2021 is \$6,580.80

2020 rate	2021 rate
19.56	19.56

NIST Locality Increase Differential

$$1.1956 / 1.1956 = 1$$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 03, 2021**

Prev. Yr Rate: **0.1956** Curr. Yr Rate: **0.1956** Loc. Diff: **1** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	23,599 - 41,934	55,097 - 69,127	79,901 - 99,285	112,275 - 127,244	132,066 - 149,675
02	41,935 - 55,685	69,128 - 79,650	99,286 - 113,824	127,245 - 138,471	149,676 - 162,882
03	55,686 - 64,852	79,651 - 86,665	113,825 - 123,516	138,472 - 145,955	162,883 - 171,686
04**	64,853 - 66,798	86,666 - 89,265	123,517 - 127,221	145,956 - 150,334	171,687 - 172,500***
05**	66,799 - 68,802	89,266 - 91,943	127,222 - 131,038	150,335 - 154,844	172,500 - 172,500****

Locality Area: **State of Hawaii**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 03, 2021**

Prev. Yr Rate: **0.1956** Curr. Yr Rate: **0.1956** Loc. Diff: **1** Gen. Inc.: **1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	23,599 - 27,951	28,953 - 34,863	36,363 - 43,621	45,043 - 53,847	55,097 - 65,668
02	27,952 - 31,216	34,864 - 39,295	43,622 - 49,065	53,848 - 60,450	65,669 - 73,596
03	31,217 - 33,392	39,296 - 42,250	49,066 - 52,694	60,451 - 64,852	73,597 - 78,881
04**	33,393 - 34,394	42,251 - 43,518	52,695 - 54,275	64,853 - 66,798	78,882 - 81,247
05**	34,395 - 35,426	43,519 - 44,824	54,276 - 55,903	66,799 - 68,802	81,248 - 83,684

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 03, 2021

Prev. Yr Rate: 0.1956 Curr. Yr Rate: 0.1956 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	23,599 - 39,393	45,043 - 64,845	66,662 - 87,062	95,012 - 117,653	132,066 - 149,675
02	39,394 - 51,239	64,846 - 79,696	87,063 - 102,363	117,654 - 134,634	149,676 - 162,882
03	51,240 - 59,136	79,697 - 89,597	102,364 - 112,563	134,635 - 145,955	162,883 - 171,686
04**	59,137 - 60,910	89,598 - 92,285	112,564 - 115,940	145,956 - 150,334	171,687 - 172,500***
05**	60,911 - 62,737	92,286 - 95,054	115,941 - 119,418	150,335 - 154,844	172,500 - 172,500****

Locality Area: State of Hawaii

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 03, 2021

Prev. Yr Rate: 0.1956 Curr. Yr Rate: 0.1956 Loc. Diff: 1 Gen. Inc.: 1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	23,599 - 31,888	36,363 - 49,025	55,097 - 65,668	66,662 - 83,201	95,012 - 107,680
02	31,889 - 38,105	49,026 - 58,521	65,669 - 73,596	83,202 - 95,605	107,681 - 117,182
03	38,106 - 42,250	58,522 - 64,852	73,597 - 78,881	95,606 - 103,875	117,183 - 123,516
04**	42,251 - 43,518	64,853 - 66,798	78,882 - 81,247	103,876 - 106,991	123,517 - 127,221
05**	43,519 - 44,824	66,799 - 68,802	81,248 - 83,684	106,992 - 110,201	127,222 - 131,038

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.