

2023

# Alternative Personnel Management System

State of Hawaii

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$67,467					\$102,213					\$128,622					\$166,957					\$183,500										
PAY PLAN: ZP	I				II				III				IV				V																		
	\$32,589				\$48,567				\$71,877				\$102,444				\$142,397																		
	\$63,594				\$96,346				\$121,239				\$157,373				\$183,500																		
SCIENTIFIC AND ENGINEERING TECHNICIAN				\$48,331				\$74,185				\$90,228				\$118,817				\$141,286															
PAY PLAN: ZT	I			II			III			IV			V																						
	\$32,589			\$39,207			\$59,407			\$71,877			\$102,444																						
	\$45,556			\$69,926			\$85,049			\$111,996			\$133,176																						
ADMINISTRATIVE							\$74,185							\$99,127							\$141,286							\$166,957							\$183,500
PAY PLAN: ZA	I						II						III						IV						V										
	\$32,589						\$59,407						\$86,151						\$121,059						\$142,397										
	\$69,926						\$93,437						\$133,176						\$157,373						\$183,500										
ADMINISTRATIVE SUPPORT			\$42,541			\$48,331			\$60,274			\$74,185			\$90,228																				
PAY PLAN: ZS	I		II		III		IV		V																										
	\$32,589		\$33,906		\$39,207		\$48,567		\$59,407																										
	\$40,099		\$45,556		\$56,814		\$69,926		\$85,049																										
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, \$183,500, Division Chiefs' pay ceiling \$183,500

The GS-15, step 10, biweekly gross maximum pay limitation for 2023 is \$7,034.40

2022 rate	2023 rate
20.4	21.17

NIST Locality Increase Differential

$$1.2117 / 1.204 = 1.0064$$

# NIST Pay Tables

## ADMINISTRATIVE

Pay Plan: **ZA**    Effective: **January 01, 2023**

Prev. Yr Rate: **0.204**      Curr. Yr Rate: **0.2117**      Loc. Diff: **1.0064**      Gen. Inc.: **4.1**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	32,589 - 49,183	59,407 - 74,531	86,151 - 107,051	121,059 - 137,199	142,397 - 160,665
02	49,184 - 61,629	74,532 - 85,875	107,052 - 122,726	137,200 - 149,303	160,666 - 174,366
03	61,630 - 69,926	85,876 - 93,437	122,727 - 133,176	149,304 - 157,373	174,367 - 183,500
04**	69,927 - 72,024	93,438 - 96,240	133,177 - 137,171	157,374 - 162,094	183,500 - 183,500***
05**	72,025 - 74,185	96,241 - 99,127	137,172 - 141,286	162,095 - 166,957	183,500 - 183,500****

Locality Area: **State of Hawaii**

## ADMINISTRATIVE SUPPORT

Pay Plan: **ZS**    Effective: **January 01, 2023**

Prev. Yr Rate: **0.204**      Curr. Yr Rate: **0.2117**      Loc. Diff: **1.0064**      Gen. Inc.: **4.1**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	32,589 - 35,927	33,906 - 39,084	39,207 - 47,032	48,567 - 58,060	59,407 - 70,803
02	35,928 - 38,430	39,085 - 42,967	47,033 - 52,901	58,061 - 65,180	70,804 - 79,351
03	38,431 - 40,099	42,968 - 45,556	52,902 - 56,814	65,181 - 69,926	79,352 - 85,049
04**	40,100 - 41,302	45,557 - 46,923	56,815 - 58,518	69,927 - 72,024	85,050 - 87,600
05**	41,303 - 42,541	46,924 - 48,331	58,519 - 60,274	72,025 - 74,185	87,601 - 90,228

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 01, 2023

Prev. Yr Rate: 0.204    Curr. Yr Rate: 0.2117    Loc. Diff: 1.0064    Gen. Inc.: 4.1

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	32,589 - 46,369	48,567 - 69,802	71,877 - 93,816	102,444 - 126,857	142,397 - 160,665
02	46,370 - 56,704	69,803 - 85,728	93,817 - 110,270	126,858 - 145,167	160,666 - 174,366
03	56,705 - 63,594	85,729 - 96,346	110,271 - 121,239	145,168 - 157,373	174,367 - 183,500
04**	63,595 - 65,502	96,347 - 99,236	121,240 - 124,876	157,374 - 162,094	183,500 - 183,500***
05**	65,503 - 67,467	99,237 - 102,213	124,877 - 128,622	162,095 - 166,957	183,500 - 183,500****

Locality Area: State of Hawaii

## SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT    Effective: January 01, 2023

Prev. Yr Rate: 0.204    Curr. Yr Rate: 0.2117    Loc. Diff: 1.0064    Gen. Inc.: 4.1

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	32,589 - 38,352	39,207 - 52,860	59,407 - 70,803	71,877 - 89,708	102,444 - 116,103
02	38,353 - 42,674	52,861 - 63,100	70,804 - 79,351	89,709 - 103,081	116,104 - 126,347
03	42,675 - 45,556	63,101 - 69,926	79,352 - 85,049	103,082 - 111,996	126,348 - 133,176
04**	45,557 - 46,923	69,927 - 72,024	85,050 - 87,600	111,997 - 115,356	133,177 - 137,171
05**	46,924 - 48,331	72,025 - 74,185	87,601 - 90,228	115,357 - 118,817	137,172 - 141,286

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.