

2020

Alternative Personnel Management System

State of Hawaii

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$62,118					\$94,115					\$118,236					\$153,310					\$170,800				
PAY PLAN: ZP	I				II				III				IV				V												
	\$23,366				\$44,597				\$66,002				\$94,071				\$130,758												
	\$58,552				\$88,713				\$111,449				\$144,510				\$169,990												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$44,380					\$68,117					\$82,854					\$109,110					\$129,744				
PAY PLAN: ZT	I				II				III				IV				V												
	\$23,366				\$36,003				\$54,552				\$66,002				\$94,071												
	\$41,832				\$64,207				\$78,098				\$102,847				\$122,296												
ADMINISTRATIVE									\$68,117					\$91,026					\$129,744					\$153,310					\$170,800
PAY PLAN: ZA	I				II				III				IV				V												
	\$23,366				\$54,552				\$79,109				\$111,163				\$130,758												
	\$64,207				\$85,801				\$122,296				\$144,510				\$169,990												
ADMINISTRATIVE SUPPORT	\$35,076	\$44,380	\$55,351	\$68,117	\$82,854																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$23,366	\$28,666	\$36,003	\$44,597	\$54,552																								
	\$33,062	\$41,832	\$52,174	\$64,207	\$78,098																								
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, \$170,800, Division Chiefs' pay ceiling \$170,800

The GS-15, step 10, biweekly gross maximum pay limitation for 2020 is \$6,516.00

2019 rate	2020 rate
18.98	19.56

NIST Locality Increase Differential
 $1.1956 / 1.1898 = 1.00487$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 05, 2020**

Prev. Yr Rate: **0.1898** Curr. Yr Rate: **0.1956** Loc. Diff: **1.00487** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	23,366 - 41,518	54,552 - 68,440	79,109 - 98,303	111,163 - 125,984	130,758 - 148,194
02	41,519 - 55,131	68,441 - 78,857	98,304 - 112,699	125,985 - 137,100	148,195 - 161,272
03	55,132 - 64,207	78,858 - 85,801	112,700 - 122,296	137,101 - 144,510	161,273 - 169,990
04**	64,208 - 66,133	85,802 - 88,375	122,297 - 125,965	144,511 - 148,845	169,991 - 170,800***
05**	66,134 - 68,117	88,376 - 91,026	125,966 - 129,744	148,846 - 153,310	170,800 - 170,800****

Locality Area: **State of Hawaii**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 05, 2020**

Prev. Yr Rate: **0.1898** Curr. Yr Rate: **0.1956** Loc. Diff: **1.00487** Gen. Inc.: **2.6**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	23,366 - 27,675	28,666 - 34,518	36,003 - 43,190	44,597 - 53,313	54,552 - 65,017
02	27,676 - 30,907	34,519 - 38,906	43,191 - 48,580	53,314 - 59,849	65,018 - 72,866
03	30,908 - 33,062	38,907 - 41,832	48,581 - 52,174	59,850 - 64,207	72,867 - 78,098
04**	33,063 - 34,054	41,833 - 43,087	52,175 - 53,739	64,208 - 66,133	78,099 - 80,441
05**	34,055 - 35,076	43,088 - 44,380	53,740 - 55,351	66,134 - 68,117	80,442 - 82,854

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 05, 2020

Prev. Yr Rate: 0.1898 Curr. Yr Rate: 0.1956 Loc. Diff: 1.00487 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	23,366 - 39,004	44,597 - 64,204	66,002 - 86,201	94,071 - 116,488	130,758 - 148,194
02	39,005 - 50,733	64,205 - 78,909	86,202 - 101,350	116,489 - 133,301	148,195 - 161,272
03	50,734 - 58,552	78,910 - 88,713	101,351 - 111,449	133,302 - 144,510	161,273 - 169,990
04**	58,553 - 60,309	88,714 - 91,374	111,450 - 114,792	144,511 - 148,845	169,991 - 170,800***
05**	60,310 - 62,118	91,375 - 94,115	114,793 - 118,236	148,846 - 153,310	170,800 - 170,800****

Locality Area: State of Hawaii

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 05, 2020

Prev. Yr Rate: 0.1898 Curr. Yr Rate: 0.1956 Loc. Diff: 1.00487 Gen. Inc.: 2.6

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	23,366 - 31,573	36,003 - 48,538	54,552 - 65,017	66,002 - 82,378	94,071 - 106,615
02	31,574 - 37,728	48,539 - 57,939	65,018 - 72,866	82,379 - 94,659	106,616 - 116,024
03	37,729 - 41,832	57,940 - 64,207	72,867 - 78,098	94,660 - 102,847	116,025 - 122,296
04**	41,833 - 43,087	64,208 - 66,133	78,099 - 80,441	102,848 - 105,932	122,297 - 125,965
05**	43,088 - 44,380	66,134 - 68,117	80,442 - 82,854	105,933 - 109,110	125,966 - 129,744

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.