

**SALARY TABLE 2012-HI**  
**INCORPORATING A LOCALITY PAYMENT OF 16.51%**  
**STATE OF HAWAII**

(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**EFFECTIVE JANUARY 2012**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.94	\$ 10.27	\$ 10.60	\$ 10.93	\$ 11.26	\$ 11.46	\$ 11.78	\$ 12.11	\$ 12.12	\$ 12.43
	O	14.91	15.41	15.90	16.40	16.89	17.19	17.67	18.17	18.18	18.65
2	B	11.17	11.44	11.81	12.12	12.26	12.62	12.98	13.34	13.70	14.06
	O	16.76	17.16	17.72	18.18	18.39	18.93	19.47	20.01	20.55	21.09
3	B	12.19	12.60	13.01	13.41	13.82	14.22	14.63	15.04	15.44	15.85
	O	18.29	18.90	19.52	20.12	20.73	21.33	21.95	22.56	23.16	23.78
4	B	13.69	14.14	14.60	15.06	15.51	15.97	16.42	16.88	17.34	17.79
	O	20.54	21.21	21.90	22.59	23.27	23.96	24.63	25.32	26.01	26.69
5	B	15.31	15.82	16.33	16.84	17.35	17.86	18.38	18.89	19.40	19.91
	O	22.97	23.73	24.50	25.26	26.03	26.79	27.57	28.34	29.10	29.87
6	B	17.07	17.64	18.21	18.78	19.35	19.91	20.48	21.05	21.62	22.19
	O	25.61	26.46	27.32	28.17	29.03	29.87	30.72	31.58	32.43	33.29
7	B	18.97	19.60	20.23	20.87	21.50	22.13	22.76	23.40	24.03	24.66
	O	28.46	29.40	30.35	31.31	32.25	33.20	34.14	35.10	36.05	36.99
8	B	21.01	21.71	22.41	23.11	23.81	24.51	25.21	25.91	26.61	27.31
	O	31.52	32.57	33.62	34.67	35.72	36.77	37.82	38.33	38.33	38.33
9	B	23.20	23.98	24.75	25.52	26.30	27.07	27.84	28.62	29.39	30.16
	O	34.80	35.97	37.13	38.28	38.33	38.33	38.33	38.33	38.33	38.33
10	B	25.55	26.40	27.26	28.11	28.96	29.81	30.66	31.52	32.37	33.22
	O	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33
11	B	28.07	29.01	29.94	30.88	31.82	32.75	33.69	34.62	35.56	36.49
	O	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33
12	B	33.65	34.77	35.89	37.01	38.14	39.26	40.38	41.50	42.62	43.74
	O	38.33	38.33	38.33	38.33	38.33	39.26	40.38	41.50	42.62	43.74
13	B	40.01	41.35	42.68	44.01	45.35	46.68	48.02	49.35	50.68	52.02
	O	40.01	41.35	42.68	44.01	45.35	46.68	48.02	49.35	50.68	52.02
14	B	47.28	48.86	50.44	52.01	53.59	55.16	56.74	58.32	59.89	61.47
	O	47.28	48.86	50.44	52.01	53.59	55.16	56.74	58.32	59.89	61.47
15	B	55.62	57.47	59.33	61.18	63.03	64.89	66.74	68.60	70.45	72.30
	O	55.62	57.47	59.33	61.18	63.03	64.89	66.74	68.60	70.45	72.30