

**SALARY TABLE 2017-HI**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.92%**  
**STATE OF HAWAII**  
**TOTAL INCREASE: 1.96%**  
**EFFECTIVE JANUARY 2017**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees 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   | \$ 10.47 | \$ 10.82 | \$ 11.17 | \$ 11.51 | \$ 11.86 | \$ 12.06 | \$ 12.41 | \$ 12.76 | \$ 12.77 | \$ 13.09 |
|       | O   | 15.71    | 16.23    | 16.76    | 17.27    | 17.79    | 18.09    | 18.62    | 19.14    | 19.16    | 19.64    |
| 2     | B   | 11.77    | 12.05    | 12.44    | 12.77    | 12.91    | 13.29    | 13.67    | 14.05    | 14.43    | 14.81    |
|       | O   | 17.66    | 18.08    | 18.66    | 19.16    | 19.37    | 19.94    | 20.51    | 21.08    | 21.65    | 22.22    |
| 3     | B   | 12.84    | 13.27    | 13.70    | 14.13    | 14.55    | 14.98    | 15.41    | 15.84    | 16.27    | 16.70    |
|       | O   | 19.26    | 19.91    | 20.55    | 21.20    | 21.83    | 22.47    | 23.12    | 23.76    | 24.41    | 25.05    |
| 4     | B   | 14.42    | 14.90    | 15.38    | 15.86    | 16.34    | 16.82    | 17.30    | 17.78    | 18.26    | 18.74    |
|       | O   | 21.63    | 22.35    | 23.07    | 23.79    | 24.51    | 25.23    | 25.95    | 26.67    | 27.39    | 28.11    |
| 5     | B   | 16.13    | 16.67    | 17.20    | 17.74    | 18.28    | 18.82    | 19.36    | 19.89    | 20.43    | 20.97    |
|       | O   | 24.20    | 25.01    | 25.80    | 26.61    | 27.42    | 28.23    | 29.04    | 29.84    | 30.65    | 31.46    |
| 6     | B   | 17.98    | 18.58    | 19.18    | 19.78    | 20.38    | 20.98    | 21.58    | 22.17    | 22.77    | 23.37    |
|       | O   | 26.97    | 27.87    | 28.77    | 29.67    | 30.57    | 31.47    | 32.37    | 33.26    | 34.16    | 35.06    |
| 7     | B   | 19.98    | 20.64    | 21.31    | 21.98    | 22.64    | 23.31    | 23.98    | 24.64    | 25.31    | 25.97    |
|       | O   | 29.97    | 30.96    | 31.97    | 32.97    | 33.96    | 34.97    | 35.97    | 36.96    | 37.97    | 38.96    |
| 8     | B   | 22.13    | 22.86    | 23.60    | 24.34    | 25.08    | 25.81    | 26.55    | 27.29    | 28.02    | 28.76    |
|       | O   | 33.20    | 34.29    | 35.40    | 36.51    | 37.62    | 38.72    | 39.83    | 40.37    | 40.37    | 40.37    |
| 9     | B   | 24.44    | 25.25    | 26.07    | 26.88    | 27.70    | 28.51    | 29.33    | 30.14    | 30.96    | 31.77    |
|       | O   | 36.66    | 37.88    | 39.11    | 40.32    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    |
| 10    | B   | 26.91    | 27.81    | 28.71    | 29.60    | 30.50    | 31.40    | 32.30    | 33.19    | 34.09    | 34.99    |
|       | O   | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    |
| 11    | B   | 29.57    | 30.55    | 31.54    | 32.52    | 33.51    | 34.49    | 35.48    | 36.46    | 37.45    | 38.44    |
|       | O   | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    |
| 12    | B   | 35.44    | 36.62    | 37.80    | 38.98    | 40.17    | 41.35    | 42.53    | 43.71    | 44.89    | 46.07    |
|       | O   | 40.37    | 40.37    | 40.37    | 40.37    | 40.37    | 41.35    | 42.53    | 43.71    | 44.89    | 46.07    |
| 13    | B   | 42.14    | 43.55    | 44.95    | 46.36    | 47.76    | 49.16    | 50.57    | 51.97    | 53.38    | 54.78    |
|       | O   | 42.14    | 43.55    | 44.95    | 46.36    | 47.76    | 49.16    | 50.57    | 51.97    | 53.38    | 54.78    |
| 14    | B   | 49.80    | 51.46    | 53.12    | 54.78    | 56.44    | 58.10    | 59.76    | 61.42    | 63.08    | 64.74    |
|       | O   | 49.80    | 51.46    | 53.12    | 54.78    | 56.44    | 58.10    | 59.76    | 61.42    | 63.08    | 64.74    |
| 15    | B   | 58.58    | 60.53    | 62.48    | 64.44    | 66.39    | 68.34    | 70.29    | 72.25    | 74.20    | 76.15    |
|       | O   | 58.58    | 60.53    | 62.48    | 64.44    | 66.39    | 68.34    | 70.29    | 72.25    | 74.20    | 76.15    |

Applicable locations are shown on the 2017 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>