

SALARY TABLE 2021-HI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.56%

STATE OF HAWAII

TOTAL INCREASE: 3.10%

EFFECTIVE JANUARY 2021

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	\$ 11.31	\$ 11.69	\$ 12.06	\$ 12.44	\$ 12.81	\$ 13.03	\$ 13.40	\$ 13.78	\$ 13.79	\$ 14.14
	O	16.97	17.54	18.09	18.66	19.22	19.55	20.10	20.67	20.69	21.21
2	B	12.71	13.02	13.44	13.79	13.95	14.36	14.77	15.18	15.59	16.00
	O	19.07	19.53	20.16	20.69	20.93	21.54	22.16	22.77	23.39	24.00
3	B	16.65	17.11	17.57	18.03	18.50	18.96	19.42	19.88	20.35	20.81
	O	24.98	25.67	26.36	27.05	27.75	28.44	29.13	29.82	30.53	31.22
4	B	18.69	19.21	19.73	20.24	20.76	21.28	21.80	22.32	22.84	23.36
	O	28.04	28.82	29.60	30.36	31.14	31.92	32.70	33.48	34.26	35.04
5	B	21.49	22.07	22.65	23.23	23.81	24.39	24.98	25.56	26.14	26.72
	O	32.24	33.11	33.98	34.85	35.72	36.59	37.47	38.34	39.21	40.08
6	B	22.66	23.31	23.95	24.60	25.25	25.90	26.54	27.19	27.84	28.49
	O	33.99	34.97	35.93	36.90	37.88	38.85	39.81	40.79	41.76	42.74
7	B	24.46	25.18	25.90	26.62	27.34	28.06	28.78	29.50	30.22	30.94
	O	36.69	37.77	38.85	39.93	41.01	42.09	43.17	44.25	45.06	45.06
8	B	25.50	26.29	27.09	27.89	28.68	29.48	30.28	31.07	31.87	32.67
	O	38.25	39.44	40.64	41.84	43.02	44.22	45.06	45.06	45.06	45.06
9	B	27.28	28.16	29.04	29.92	30.80	31.68	32.56	33.44	34.32	35.20
	O	40.92	42.24	43.56	44.88	45.06	45.06	45.06	45.06	45.06	45.06
10	B	30.04	31.01	31.98	32.95	33.92	34.89	35.86	36.83	37.80	38.77
	O	45.06	45.06	45.06	45.06	45.06	45.06	45.06	45.06	45.06	45.06
11	B	31.94	33.01	34.07	35.14	36.20	37.27	38.33	39.40	40.46	41.53
	O	45.06	45.06	45.06	45.06	45.06	45.06	45.06	45.06	45.06	45.06
12	B	38.29	39.56	40.84	42.11	43.39	44.67	45.94	47.22	48.50	49.77
	O	45.06	45.06	45.06	45.06	45.06	45.06	45.94	47.22	48.50	49.77
13	B	45.53	47.04	48.56	50.08	51.60	53.11	54.63	56.15	57.67	59.18
	O	45.53	47.04	48.56	50.08	51.60	53.11	54.63	56.15	57.67	59.18
14	B	53.80	55.59	57.38	59.18	60.97	62.76	64.56	66.35	68.14	69.94
	O	53.80	55.59	57.38	59.18	60.97	62.76	64.56	66.35	68.14	69.94
15	B	63.28	65.39	67.50	69.61	71.72	73.83	75.94	78.05	80.16	82.26
	O	63.28	65.39	67.50	69.61	71.72	73.83	75.94	78.05	80.16	82.26

NOTE: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>