

Salary Table 2023-HI (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 21.17%
State of Hawaii
Total Increase: 4.77%
Effective January 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,444	\$ 26,299	\$ 27,143	\$ 27,987	\$ 28,831	\$ 29,326	\$ 30,163	\$ 31,006	\$ 31,040	\$ 31,835
2	28,611	29,292	30,239	31,040	31,390	32,314	33,237	34,160	35,084	36,007
3	37,463	38,504	39,545	40,586	41,627	42,668	43,708	44,749	45,790	46,831
4	42,052	43,220	44,388	45,556	46,724	47,892	49,061	50,229	51,397	52,565
5	48,359	49,666	50,974	52,281	53,589	54,896	56,203	57,511	58,818	60,126
6	50,988	52,445	53,901	55,358	56,814	58,271	59,727	61,184	62,640	64,097
7	55,043	56,662	58,280	59,899	61,518	63,137	64,756	66,375	67,993	69,612
8	57,373	59,166	60,959	62,753	64,546	66,339	68,133	69,926	71,719	73,513
9	61,387	63,367	65,347	67,327	69,307	71,287	73,267	75,247	77,226	79,206
10	67,601	69,782	71,963	74,144	76,325	78,506	80,687	82,868	85,049	87,230
11	71,877	74,272	76,668	79,063	81,459	83,854	86,250	88,646	91,041	93,437
12	86,151	89,022	91,894	94,766	97,638	100,509	103,381	106,253	109,124	111,996
13	102,444	105,859	109,274	112,688	116,103	119,517	122,932	126,346	129,761	133,176
14	121,059	125,093	129,128	133,163	137,198	141,233	145,268	149,303	153,338	157,373
15	142,397	147,143	151,889	156,635	161,381	166,128	170,874	175,620	180,366	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>