

Salary Table 2024-HI (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 21.79%

State of Hawaii
Total Increase: 5.24%
Effective January 2024

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	\$ 12.83	\$ 13.26	\$ 13.69	\$ 14.11	\$ 14.54	\$ 14.79	\$ 15.21	\$ 15.63	\$ 15.65	\$ 16.05
	O	19.25	19.89	20.54	21.17	21.81	22.19	22.82	23.45	23.48	24.08
2	B	14.43	14.77	15.25	15.65	15.83	16.29	16.76	17.23	17.69	18.16
	O	21.65	22.16	22.88	23.48	23.75	24.44	25.14	25.85	26.54	27.24
3	B	18.89	19.41	19.94	20.46	20.99	21.51	22.04	22.56	23.09	23.61
	O	28.34	29.12	29.91	30.69	31.49	32.27	33.06	33.84	34.64	35.42
4	B	21.20	21.79	22.38	22.97	23.56	24.15	24.74	25.32	25.91	26.50
	O	31.80	32.69	33.57	34.46	35.34	36.23	37.11	37.98	38.87	39.75
5	B	24.38	25.04	25.70	26.36	27.02	27.68	28.33	28.99	29.65	30.31
	O	36.57	37.56	38.55	39.54	40.53	41.52	42.50	43.49	44.48	45.47
6	B	25.71	26.45	27.18	27.92	28.65	29.39	30.12	30.85	31.59	32.32
	O	38.57	39.68	40.77	41.88	42.98	44.09	45.18	46.28	47.39	48.48
7	B	27.76	28.57	29.39	30.20	31.02	31.84	32.65	33.47	34.29	35.10
	O	41.64	42.86	44.09	45.30	46.53	47.76	48.98	50.21	51.44	51.14
8	B	28.93	29.83	30.74	31.64	32.54	33.45	34.35	35.26	36.16	37.06
	O	43.40	44.75	46.11	47.46	48.81	50.18	51.54	51.14	51.14	51.14
9	B	30.95	31.95	32.95	33.95	34.95	35.95	36.94	37.94	38.94	39.94
	O	46.43	47.93	49.43	50.93	51.14	51.14	51.14	51.14	51.14	51.14
10	B	34.09	35.19	36.29	37.39	38.48	39.58	40.68	41.78	42.88	43.98
	O	51.14	51.14	51.14	51.14	51.14	51.14	51.14	51.14	51.14	51.14
11	B	36.24	37.45	38.66	39.87	41.08	42.28	43.49	44.70	45.91	47.12
	O	51.14	51.14	51.14	51.14	51.14	51.14	51.14	51.14	51.14	51.14
12	B	43.44	44.89	46.34	47.78	49.23	50.68	52.13	53.58	55.02	56.47
	O	51.14	51.14	51.14	51.14	51.14	51.14	52.13	53.58	55.02	56.47
13	B	51.66	53.38	55.10	56.82	58.55	60.27	61.99	63.71	65.43	67.16
	O	51.66	53.38	55.10	56.82	58.55	60.27	61.99	63.71	65.43	67.16
14	B	61.04	63.08	65.11	67.15	69.18	71.22	73.25	75.29	77.32	79.36
	O	61.04	63.08	65.11	67.15	69.18	71.22	73.25	75.29	77.32	79.36
15	B	71.80	74.20	76.59	78.98	81.38	83.77	86.16	88.55	90.95	91.95
	O	71.80	74.20	76.59	78.98	81.38	83.77	86.16	88.55	90.95	91.95

* 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. 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>