

**SALARY TABLE 2019-HI**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.98%**  
**STATE OF HAWAII**  
**TOTAL INCREASE: 1.87%**  
**EFFECTIVE JANUARY 2019**

*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	\$ 10.86	\$ 11.22	\$ 11.58	\$ 11.94	\$ 12.30	\$ 12.52	\$ 12.87	\$ 13.23	\$ 13.25	\$ 13.58
	O	16.29	16.83	17.37	17.91	18.45	18.78	19.31	19.85	19.88	20.37
2	B	12.21	12.50	12.90	13.25	13.40	13.79	14.18	14.58	14.97	15.37
	O	18.32	18.75	19.35	19.88	20.10	20.69	21.27	21.87	22.46	23.06
3	B	13.32	13.77	14.21	14.65	15.10	15.54	15.99	16.43	16.87	17.32
	O	19.98	20.66	21.32	21.98	22.65	23.31	23.99	24.65	25.31	25.98
4	B	14.96	15.45	15.95	16.45	16.95	17.45	17.94	18.44	18.94	19.44
	O	22.44	23.18	23.93	24.68	25.43	26.18	26.91	27.66	28.41	29.16
5	B	16.73	17.29	17.85	18.41	18.96	19.52	20.08	20.64	21.19	21.75
	O	25.10	25.94	26.78	27.62	28.44	29.28	30.12	30.96	31.79	32.63
6	B	18.65	19.27	19.90	20.52	21.14	21.76	22.38	23.01	23.63	24.25
	O	27.98	28.91	29.85	30.78	31.71	32.64	33.57	34.52	35.45	36.38
7	B	20.73	21.42	22.11	22.80	23.49	24.18	24.87	25.56	26.25	26.95
	O	31.10	32.13	33.17	34.20	35.24	36.27	37.31	38.34	39.38	40.43
8	B	22.95	23.72	24.48	25.25	26.01	26.78	27.54	28.31	29.07	29.84
	O	34.43	35.58	36.72	37.88	39.02	40.17	41.31	41.88	41.88	41.88
9	B	25.35	26.20	27.04	27.89	28.73	29.58	30.42	31.27	32.11	32.96
	O	38.03	39.30	40.56	41.84	41.88	41.88	41.88	41.88	41.88	41.88
10	B	27.92	28.85	29.78	30.71	31.64	32.57	33.50	34.43	35.36	36.29
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
11	B	30.67	31.70	32.72	33.74	34.77	35.79	36.81	37.83	38.86	39.88
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
12	B	36.77	37.99	39.22	40.44	41.67	42.89	44.12	45.35	46.57	47.80
	O	41.88	41.88	41.88	41.88	41.88	42.89	44.12	45.35	46.57	47.80
13	B	43.72	45.18	46.63	48.09	49.55	51.01	52.46	53.92	55.38	56.83
	O	43.72	45.18	46.63	48.09	49.55	51.01	52.46	53.92	55.38	56.83
14	B	51.66	53.39	55.11	56.83	58.55	60.27	62.00	63.72	65.44	67.16
	O	51.66	53.39	55.11	56.83	58.55	60.27	62.00	63.72	65.44	67.16
15	B	60.77	62.80	64.82	66.85	68.87	70.90	72.92	74.95	76.97	79.00
	O	60.77	62.80	64.82	66.85	68.87	70.90	72.92	74.95	76.97	79.00

Applicable locations are shown on the 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>