

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

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	\$ 12.19	\$ 12.60	\$ 13.01	\$ 13.41	\$ 13.81	\$ 14.05	\$ 14.45	\$ 14.86	\$ 14.87	\$ 15.25
	O	18.29	18.90	19.52	20.12	20.72	21.08	21.68	22.29	22.31	22.88
2	B	13.71	14.04	14.49	14.87	15.04	15.48	15.93	16.37	16.81	17.25
	O	20.57	21.06	21.74	22.31	22.56	23.22	23.90	24.56	25.22	25.88
3	B	17.95	18.45	18.95	19.45	19.95	20.44	20.94	21.44	21.94	22.44
	O	26.93	27.68	28.43	29.18	29.93	30.66	31.41	32.16	32.91	33.66
4	B	20.15	20.71	21.27	21.83	22.39	22.95	23.51	24.07	24.63	25.19
	O	30.23	31.07	31.91	32.75	33.59	34.43	35.27	36.11	36.95	37.79
5	B	23.17	23.80	24.42	25.05	25.68	26.30	26.93	27.56	28.18	28.81
	O	34.76	35.70	36.63	37.58	38.52	39.45	40.40	41.34	42.27	43.22
6	B	24.43	25.13	25.83	26.53	27.22	27.92	28.62	29.32	30.01	30.71
	O	36.65	37.70	38.75	39.80	40.83	41.88	42.93	43.98	45.02	46.07
7	B	26.37	27.15	27.93	28.70	29.48	30.25	31.03	31.80	32.58	33.36
	O	39.56	40.73	41.90	43.05	44.22	45.38	46.55	47.70	48.59	48.59
8	B	27.49	28.35	29.21	30.07	30.93	31.79	32.65	33.51	34.36	35.22
	O	41.24	42.53	43.82	45.11	46.40	47.69	48.59	48.59	48.59	48.59
9	B	29.41	30.36	31.31	32.26	33.21	34.16	35.11	36.06	37.00	37.95
	O	44.12	45.54	46.97	48.39	48.59	48.59	48.59	48.59	48.59	48.59
10	B	32.39	33.44	34.48	35.53	36.57	37.62	38.66	39.71	40.75	41.80
	O	48.59	48.59	48.59	48.59	48.59	48.59	48.59	48.59	48.59	48.59
11	B	34.44	35.59	36.74	37.88	39.03	40.18	41.33	42.48	43.62	44.77
	O	48.59	48.59	48.59	48.59	48.59	48.59	48.59	48.59	48.59	48.59
12	B	41.28	42.66	44.03	45.41	46.78	48.16	49.54	50.91	52.29	53.66
	O	48.59	48.59	48.59	48.59	48.59	48.59	49.54	50.91	52.29	53.66
13	B	49.09	50.72	52.36	54.00	55.63	57.27	58.90	60.54	62.18	63.81
	O	49.09	50.72	52.36	54.00	55.63	57.27	58.90	60.54	62.18	63.81
14	B	58.01	59.94	61.87	63.81	65.74	67.67	69.61	71.54	73.47	75.41
	O	58.01	59.94	61.87	63.81	65.74	67.67	69.61	71.54	73.47	75.41
15	B	68.23	70.50	72.78	75.05	77.33	79.60	81.88	84.15	86.42	87.93
	O	68.23	70.50	72.78	75.05	77.33	79.60	81.88	84.15	86.42	87.93

* 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 2023 Locality Pay Area Definitions page:

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