

**Salary Table 2025-HI (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.21%**  
**State of Hawaii**  
**Total Increase: 2.05%**  
**Effective January 2025**

*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	\$ 27,326	\$ 28,243	\$ 29,151	\$ 30,056	\$ 30,963	\$ 31,494	\$ 32,393	\$ 33,299	\$ 33,335	\$ 34,182
2	30,726	31,457	32,475	33,335	33,709	34,700	35,691	36,683	37,674	38,665
3	40,229	41,346	42,463	43,580	44,697	45,814	46,931	48,048	49,165	50,282
4	45,165	46,420	47,675	48,930	50,186	51,441	52,696	53,951	55,206	56,461
5	51,927	53,330	54,733	56,136	57,539	58,942	60,345	61,748	63,151	64,554
6	54,759	56,323	57,887	59,451	61,016	62,580	64,144	65,709	67,273	68,837
7	59,114	60,853	62,592	64,331	66,070	67,809	69,548	71,288	73,027	74,766
8	61,615	63,541	65,467	67,393	69,319	71,245	73,171	75,097	77,023	78,949
9	65,926	68,053	70,179	72,306	74,432	76,558	78,685	80,811	82,938	85,064
10	72,599	74,940	77,282	79,623	81,965	84,307	86,648	88,990	91,331	93,673
11	77,192	79,764	82,337	84,909	87,482	90,054	92,627	95,199	97,772	100,344
12	92,520	95,605	98,689	101,774	104,859	107,943	111,028	114,112	117,197	120,282
13	110,020	113,687	117,355	121,022	124,690	128,357	132,025	135,692	139,360	143,027
14	130,009	134,343	138,677	143,010	147,344	151,677	156,011	160,344	164,678	169,012
15	152,925	158,022	163,120	168,217	173,315	178,412	183,509	188,607	193,704	195,200 *

\* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>