

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

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	\$ 13.09	\$ 13.53	\$ 13.97	\$ 14.40	\$ 14.84	\$ 15.09	\$ 15.52	\$ 15.96	\$ 15.97	\$ 16.38
	O	19.64	20.30	20.96	21.60	22.26	22.64	23.28	23.94	23.96	24.57
2	B	14.72	15.07	15.56	15.97	16.15	16.63	17.10	17.58	18.05	18.53
	O	22.08	22.61	23.34	23.96	24.23	24.95	25.65	26.37	27.08	27.80
3	B	19.28	19.81	20.35	20.88	21.42	21.95	22.49	23.02	23.56	24.09
	O	28.92	29.72	30.53	31.32	32.13	32.93	33.74	34.53	35.34	36.14
4	B	21.64	22.24	22.84	23.45	24.05	24.65	25.25	25.85	26.45	27.05
	O	32.46	33.36	34.26	35.18	36.08	36.98	37.88	38.78	39.68	40.58
5	B	24.88	25.55	26.23	26.90	27.57	28.24	28.91	29.59	30.26	30.93
	O	37.32	38.33	39.35	40.35	41.36	42.36	43.37	44.39	45.39	46.40
6	B	26.24	26.99	27.74	28.49	29.24	29.99	30.74	31.48	32.23	32.98
	O	39.36	40.49	41.61	42.74	43.86	44.99	46.11	47.22	48.35	49.47
7	B	28.32	29.16	29.99	30.82	31.66	32.49	33.32	34.16	34.99	35.82
	O	42.48	43.74	44.99	46.23	47.49	48.74	49.98	51.24	52.19	52.19
8	B	29.52	30.45	31.37	32.29	33.21	34.14	35.06	35.98	36.91	37.83
	O	44.28	45.68	47.06	48.44	49.82	51.21	52.19	52.19	52.19	52.19
9	B	31.59	32.61	33.63	34.65	35.66	36.68	37.70	38.72	39.74	40.76
	O	47.39	48.92	50.45	51.98	52.19	52.19	52.19	52.19	52.19	52.19
10	B	34.79	35.91	37.03	38.15	39.27	40.40	41.52	42.64	43.76	44.88
	O	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19
11	B	36.99	38.22	39.45	40.68	41.92	43.15	44.38	45.62	46.85	48.08
	O	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19
12	B	44.33	45.81	47.29	48.77	50.24	51.72	53.20	54.68	56.16	57.63
	O	52.19	52.19	52.19	52.19	52.19	52.19	53.20	54.68	56.16	57.63
13	B	52.72	54.47	56.23	57.99	59.75	61.50	63.26	65.02	66.78	68.53
	O	52.72	54.47	56.23	57.99	59.75	61.50	63.26	65.02	66.78	68.53
14	B	62.29	64.37	66.45	68.52	70.60	72.68	74.75	76.83	78.91	80.98
	O	62.29	64.37	66.45	68.52	70.60	72.68	74.75	76.83	78.91	80.98
15	B	73.28	75.72	78.16	80.60	83.05	85.49	87.93	90.37	92.81	93.53
	O	73.28	75.72	78.16	80.60	83.05	85.49	87.93	90.37	92.81	93.53

* 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 2025 Locality Pay Area Definitions page:

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