Salary Table 2026-HI (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.21%
State of Hawaii
Total Increase: 1%
Effective January 2026

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	$ 27,600	$ 28,525	$ 29,443	$ 30,357	$ 31,272	$ 31,809	$ 32,717	$ 33,631	$ 33,669	$ 34,522
2	31,033	31,771	32,800	33,669	34,045	35,046	36,047	37,048	38,049	39,050
3	40,637	41,766	42,896	44,025	45,154	46,283	47,413	48,542	49,671	50,800
4	45,615	46,882	48,150	49,417	50,684	51,951	53,219	54,486	55,753	57,021
5	52,451	53,869	55,287	56,704	58,122	59,539	60,957	62,375	63,792	65,210
6	55,307	56,888	58,468	60,048	61,628	63,208	64,788	66,369	67,949	69,529
7	59,704	61,461	63,217	64,973	66,729	68,485	70,241	71,998	73,754	75,510
8	62,229	64,174	66,118	68,062	70,007	71,951	73,895	75,840	77,784	79,729
9	66,586	68,735	70,883	73,031	75,180	77,328	79,477	81,625	83,774	85,922
10	73,325	75,690	78,054	80,419	82,784	85,149	87,513	89,878	92,243	94,608
11	77,964	80,563	83,163	85,762	88,361	90,961	93,560	96,160	98,759	101,359
12	93,445	96,561	99,676	102,791	105,906	109,021	112,136	115,251	118,366	121,482
13	111,119	114,824	118,528	122,232	125,936	129,640	133,345	137,049	140,753	144,457
14	131,310	135,687	140,065	144,442	148,820	153,198	157,575	161,953	166,330	170,708
15	154,454	159,603	164,751	169,900	175,049	180,197	185,346	190,495	195,644	197,200 *

* 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 2026 Locality Pay Area Definitions page:

https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/