

**SALARY TABLE 2016-HI (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.81%**

**STATE OF HAWAII**

**TOTAL INCREASE: 1.26%**

**EFFECTIVE JANUARY 2016**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 10.27	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.17	\$ 12.51	\$ 12.52	\$ 12.84
	O	15.41	15.92	16.43	16.94	17.45	17.75	18.26	18.77	18.78	19.26
2	B	11.54	11.82	12.20	12.52	12.67	13.04	13.41	13.78	14.16	14.53
	O	17.31	17.73	18.30	18.78	19.01	19.56	20.12	20.67	21.24	21.80
3	B	15.11	15.53	15.95	16.37	16.79	17.21	17.63	18.05	18.47	18.89
	O	22.67	23.30	23.93	24.56	25.19	25.82	26.45	27.08	27.71	28.34
4	B	16.97	17.44	17.91	18.38	18.85	19.32	19.79	20.26	20.74	21.21
	O	25.46	26.16	26.87	27.57	28.28	28.98	29.69	30.39	31.11	31.82
5	B	19.51	20.04	20.56	21.09	21.62	22.15	22.67	23.20	23.73	24.25
	O	29.27	30.06	30.84	31.64	32.43	33.23	34.01	34.80	35.60	36.38
6	B	20.57	21.16	21.75	22.33	22.92	23.51	24.10	24.69	25.27	25.86
	O	30.86	31.74	32.63	33.50	34.38	35.27	36.15	37.04	37.91	38.79
7	B	22.21	22.86	23.51	24.17	24.82	25.47	26.13	26.78	27.43	28.09
	O	33.32	34.29	35.27	36.26	37.23	38.21	39.20	40.17	40.91	40.91
8	B	23.15	23.87	24.59	25.32	26.04	26.76	27.49	28.21	28.93	29.65
	O	34.73	35.81	36.89	37.98	39.06	40.14	40.91	40.91	40.91	40.91
9	B	24.77	25.57	26.36	27.16	27.96	28.76	29.56	30.36	31.16	31.95
	O	37.16	38.36	39.54	40.74	40.91	40.91	40.91	40.91	40.91	40.91
10	B	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31	35.19
	O	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91
11	B	29.00	29.97	30.93	31.90	32.87	33.83	34.80	35.77	36.73	37.70
	O	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91
12	B	34.76	35.92	37.08	38.23	39.39	40.55	41.71	42.87	44.03	45.19
	O	40.91	40.91	40.91	40.91	40.91	40.91	41.71	42.87	44.03	45.19
13	B	41.33	42.71	44.09	45.47	46.84	48.22	49.60	50.98	52.36	53.73
	O	41.33	42.71	44.09	45.47	46.84	48.22	49.60	50.98	52.36	53.73
14	B	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
	O	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
15	B	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.69
	O	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.69

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

Applicable locations are shown on the 2016 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>