

**SALARY TABLE 2019-HI**  
**INCORPORATING A LOCALITY PAYMENT OF 18.43%**  
**STATE OF HAWAII**  
**APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019**  
**EFFECTIVE JANUARY 2019**

*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	\$ 10.66	\$ 11.02	\$ 11.37	\$ 11.72	\$ 12.08	\$ 12.29	\$ 12.64	\$ 12.99	\$ 13.00	\$ 13.34
	O	15.99	16.53	17.06	17.58	18.12	18.44	18.96	19.49	19.50	20.01
2	B	11.99	12.27	12.67	13.00	13.15	13.54	13.93	14.31	14.70	15.09
	O	17.99	18.41	19.01	19.50	19.73	20.31	20.90	21.47	22.05	22.64
3	B	13.08	13.51	13.95	14.38	14.82	15.26	15.69	16.13	16.56	17.00
	O	19.62	20.27	20.93	21.57	22.23	22.89	23.54	24.20	24.84	25.50
4	B	14.68	15.17	15.66	16.15	16.64	17.13	17.62	18.10	18.59	19.08
	O	22.02	22.76	23.49	24.23	24.96	25.70	26.43	27.15	27.89	28.62
5	B	16.43	16.97	17.52	18.07	18.62	19.16	19.71	20.26	20.81	21.35
	O	24.65	25.46	26.28	27.11	27.93	28.74	29.57	30.39	31.22	32.03
6	B	18.31	18.92	19.53	20.14	20.75	21.36	21.97	22.58	23.19	23.80
	O	27.47	28.38	29.30	30.21	31.13	32.04	32.96	33.87	34.79	35.70
7	B	20.35	21.02	21.70	22.38	23.06	23.74	24.41	25.09	25.77	26.45
	O	30.53	31.53	32.55	33.57	34.59	35.61	36.62	37.64	38.66	39.68
8	B	22.53	23.28	24.03	24.79	25.54	26.29	27.04	27.79	28.54	29.29
	O	33.80	34.92	36.05	37.19	38.31	39.44	40.56	41.12	41.12	41.12
9	B	24.89	25.72	26.55	27.38	28.21	29.04	29.87	30.69	31.52	32.35
	O	37.34	38.58	39.83	41.07	41.12	41.12	41.12	41.12	41.12	41.12
10	B	27.41	28.32	29.23	30.15	31.06	31.98	32.89	33.80	34.72	35.63
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12
11	B	30.11	31.11	32.12	33.12	34.13	35.13	36.13	37.14	38.14	39.15
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12
12	B	36.09	37.29	38.50	39.70	40.90	42.11	43.31	44.51	45.71	46.92
	O	41.12	41.12	41.12	41.12	41.12	42.11	43.31	44.51	45.71	46.92
13	B	42.92	44.35	45.78	47.21	48.64	50.07	51.50	52.93	54.36	55.79
	O	42.92	44.35	45.78	47.21	48.64	50.07	51.50	52.93	54.36	55.79
14	B	50.71	52.40	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.93
	O	50.71	52.40	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.93
15	B	59.65	61.64	63.63	65.62	67.61	69.60	71.58	73.57	75.56	77.55
	O	59.65	61.64	63.63	65.62	67.61	69.60	71.58	73.57	75.56	77.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>