

SALARY TABLE 2020-HI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.56%

STATE OF HAWAII

TOTAL INCREASE: 3.10%

EFFECTIVE JANUARY 2020

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	\$ 11.20	\$ 11.57	\$ 11.94	\$ 12.31	\$ 12.69	\$ 12.90	\$ 13.27	\$ 13.64	\$ 13.66	\$ 14.01
	O	16.80	17.36	17.91	18.47	19.04	19.35	19.91	20.46	20.49	21.02
2	B	12.59	12.89	13.31	13.66	13.81	14.22	14.62	15.03	15.44	15.84
	O	18.89	19.34	19.97	20.49	20.72	21.33	21.93	22.55	23.16	23.76
3	B	16.48	16.94	17.40	17.85	18.31	18.77	19.23	19.69	20.14	20.60
	O	24.72	25.41	26.10	26.78	27.47	28.16	28.85	29.54	30.21	30.90
4	B	18.50	19.02	19.53	20.04	20.56	21.07	21.59	22.10	22.61	23.13
	O	27.75	28.53	29.30	30.06	30.84	31.61	32.39	33.15	33.92	34.70
5	B	21.28	21.85	22.43	23.00	23.58	24.15	24.73	25.30	25.88	26.45
	O	31.92	32.78	33.65	34.50	35.37	36.23	37.10	37.95	38.82	39.68
6	B	22.44	23.08	23.72	24.36	25.00	25.64	26.28	26.92	27.56	28.20
	O	33.66	34.62	35.58	36.54	37.50	38.46	39.42	40.38	41.34	42.30
7	B	24.22	24.93	25.64	26.35	27.07	27.78	28.49	29.20	29.91	30.63
	O	36.33	37.40	38.46	39.53	40.61	41.67	42.74	43.80	44.61	44.61
8	B	25.24	26.03	26.82	27.61	28.40	29.19	29.98	30.77	31.55	32.34
	O	37.86	39.05	40.23	41.42	42.60	43.79	44.61	44.61	44.61	44.61
9	B	27.01	27.88	28.75	29.62	30.50	31.37	32.24	33.11	33.98	34.85
	O	40.52	41.82	43.13	44.43	44.61	44.61	44.61	44.61	44.61	44.61
10	B	29.74	30.70	31.66	32.62	33.58	34.54	35.50	36.46	37.42	38.38
	O	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61
11	B	31.63	32.68	33.73	34.79	35.84	36.90	37.95	39.00	40.06	41.11
	O	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61
12	B	37.91	39.17	40.43	41.70	42.96	44.22	45.49	46.75	48.02	49.28
	O	44.61	44.61	44.61	44.61	44.61	44.61	45.49	46.75	48.02	49.28
13	B	45.07	46.58	48.08	49.58	51.09	52.59	54.09	55.59	57.10	58.60
	O	45.07	46.58	48.08	49.58	51.09	52.59	54.09	55.59	57.10	58.60
14	B	53.26	55.04	56.82	58.59	60.37	62.14	63.92	65.69	67.47	69.24
	O	53.26	55.04	56.82	58.59	60.37	62.14	63.92	65.69	67.47	69.24
15	B	62.65	64.74	66.83	68.92	71.01	73.10	75.19	77.27	79.36	81.45
	O	62.65	64.74	66.83	68.92	71.01	73.10	75.19	77.27	79.36	81.45

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 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>