

SALARY TABLE 2021-HI
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.56%
STATE OF HAWAII
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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	\$ 11.31	\$ 11.69	\$ 12.06	\$ 12.44	\$ 12.81	\$ 13.03	\$ 13.40	\$ 13.78	\$ 13.79	\$ 14.14
	O	16.97	17.54	18.09	18.66	19.22	19.55	20.10	20.67	20.69	21.21
2	B	12.71	13.02	13.44	13.79	13.95	14.36	14.77	15.18	15.59	16.00
	O	19.07	19.53	20.16	20.69	20.93	21.54	22.16	22.77	23.39	24.00
3	B	13.87	14.33	14.80	15.26	15.72	16.18	16.65	17.11	17.57	18.03
	O	20.81	21.50	22.20	22.89	23.58	24.27	24.98	25.67	26.36	27.05
4	B	15.57	16.09	16.61	17.13	17.65	18.17	18.69	19.21	19.73	20.24
	O	23.36	24.14	24.92	25.70	26.48	27.26	28.04	28.82	29.60	30.36
5	B	17.42	18.00	18.59	19.17	19.75	20.33	20.91	21.49	22.07	22.65
	O	26.13	27.00	27.89	28.76	29.63	30.50	31.37	32.24	33.11	33.98
6	B	19.42	20.07	20.72	21.36	22.01	22.66	23.31	23.95	24.60	25.25
	O	29.13	30.11	31.08	32.04	33.02	33.99	34.97	35.93	36.90	37.88
7	B	21.58	22.30	23.02	23.74	24.46	25.18	25.90	26.62	27.34	28.06
	O	32.37	33.45	34.53	35.61	36.69	37.77	38.85	39.93	41.01	42.09
8	B	23.90	24.70	25.50	26.29	27.09	27.89	28.68	29.48	30.28	31.07
	O	35.85	37.05	38.25	39.44	40.64	41.84	43.02	43.61	43.61	43.61
9	B	26.40	27.28	28.16	29.04	29.92	30.80	31.68	32.56	33.44	34.32
	O	39.60	40.92	42.24	43.56	43.61	43.61	43.61	43.61	43.61	43.61
10	B	29.07	30.04	31.01	31.98	32.95	33.92	34.89	35.86	36.83	37.80
	O	43.61	43.61	43.61	43.61	43.61	43.61	43.61	43.61	43.61	43.61
11	B	31.94	33.01	34.07	35.14	36.20	37.27	38.33	39.40	40.46	41.53
	O	43.61	43.61	43.61	43.61	43.61	43.61	43.61	43.61	43.61	43.61
12	B	38.29	39.56	40.84	42.11	43.39	44.67	45.94	47.22	48.50	49.77
	O	43.61	43.61	43.61	43.61	43.61	44.67	45.94	47.22	48.50	49.77
13	B	45.53	47.04	48.56	50.08	51.60	53.11	54.63	56.15	57.67	59.18
	O	45.53	47.04	48.56	50.08	51.60	53.11	54.63	56.15	57.67	59.18
14	B	53.80	55.59	57.38	59.18	60.97	62.76	64.56	66.35	68.14	69.94
	O	53.80	55.59	57.38	59.18	60.97	62.76	64.56	66.35	68.14	69.94
15	B	63.28	65.39	67.50	69.61	71.72	73.83	75.94	78.05	80.16	82.26
	O	63.28	65.39	67.50	69.61	71.72	73.83	75.94	78.05	80.16	82.26

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>