

**SALARY TABLE 2022-HI (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.2% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.40%**

**STATE OF HAWAII**

**TOTAL INCREASE: 2.92%**

**EFFECTIVE JANUARY 2022**

*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   | \$ 11.64 | \$ 12.03 | \$ 12.41 | \$ 12.80 | \$ 13.19 | \$ 13.41 | \$ 13.80 | \$ 14.18 | \$ 14.20 | \$ 14.56 |
|       | O   | 17.46    | 18.05    | 18.62    | 19.20    | 19.79    | 20.12    | 20.70    | 21.27    | 21.30    | 21.84    |
| 2     | B   | 13.09    | 13.40    | 13.83    | 14.20    | 14.36    | 14.78    | 15.20    | 15.62    | 16.05    | 16.47    |
|       | O   | 19.64    | 20.10    | 20.75    | 21.30    | 21.54    | 22.17    | 22.80    | 23.43    | 24.08    | 24.71    |
| 3     | B   | 17.13    | 17.61    | 18.09    | 18.56    | 19.04    | 19.51    | 19.99    | 20.47    | 20.94    | 21.42    |
|       | O   | 25.70    | 26.42    | 27.14    | 27.84    | 28.56    | 29.27    | 29.99    | 30.71    | 31.41    | 32.13    |
| 4     | B   | 19.23    | 19.77    | 20.30    | 20.84    | 21.37    | 21.90    | 22.44    | 22.97    | 23.51    | 24.04    |
|       | O   | 28.85    | 29.66    | 30.45    | 31.26    | 32.06    | 32.85    | 33.66    | 34.46    | 35.27    | 36.06    |
| 5     | B   | 22.12    | 22.71    | 23.31    | 23.91    | 24.51    | 25.10    | 25.70    | 26.30    | 26.90    | 27.49    |
|       | O   | 33.18    | 34.07    | 34.97    | 35.87    | 36.77    | 37.65    | 38.55    | 39.45    | 40.35    | 41.24    |
| 6     | B   | 23.32    | 23.99    | 24.65    | 25.32    | 25.99    | 26.65    | 27.32    | 27.99    | 28.65    | 29.32    |
|       | O   | 34.98    | 35.99    | 36.98    | 37.98    | 38.99    | 39.98    | 40.98    | 41.99    | 42.98    | 43.98    |
| 7     | B   | 25.17    | 25.91    | 26.65    | 27.39    | 28.13    | 28.87    | 29.61    | 30.35    | 31.09    | 31.83    |
|       | O   | 37.76    | 38.87    | 39.98    | 41.09    | 42.20    | 43.31    | 44.42    | 45.53    | 46.38    | 46.38    |
| 8     | B   | 26.24    | 27.06    | 27.88    | 28.70    | 29.52    | 30.34    | 31.16    | 31.98    | 32.80    | 33.62    |
|       | O   | 39.36    | 40.59    | 41.82    | 43.05    | 44.28    | 45.51    | 46.38    | 46.38    | 46.38    | 46.38    |
| 9     | B   | 28.08    | 28.98    | 29.89    | 30.79    | 31.70    | 32.60    | 33.51    | 34.42    | 35.32    | 36.23    |
|       | O   | 42.12    | 43.47    | 44.84    | 46.19    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    |
| 10    | B   | 30.92    | 31.92    | 32.91    | 33.91    | 34.91    | 35.91    | 36.90    | 37.90    | 38.90    | 39.90    |
|       | O   | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    |
| 11    | B   | 32.87    | 33.97    | 35.06    | 36.16    | 37.26    | 38.35    | 39.45    | 40.54    | 41.64    | 42.73    |
|       | O   | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    |
| 12    | B   | 39.40    | 40.72    | 42.03    | 43.34    | 44.66    | 45.97    | 47.28    | 48.60    | 49.91    | 51.22    |
|       | O   | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 46.38    | 47.28    | 48.60    | 49.91    | 51.22    |
| 13    | B   | 46.85    | 48.42    | 49.98    | 51.54    | 53.10    | 54.66    | 56.22    | 57.79    | 59.35    | 60.91    |
|       | O   | 46.85    | 48.42    | 49.98    | 51.54    | 53.10    | 54.66    | 56.22    | 57.79    | 59.35    | 60.91    |
| 14    | B   | 55.37    | 57.21    | 59.06    | 60.90    | 62.75    | 64.59    | 66.44    | 68.29    | 70.13    | 71.98    |
|       | O   | 55.37    | 57.21    | 59.06    | 60.90    | 62.75    | 64.59    | 66.44    | 68.29    | 70.13    | 71.98    |
| 15    | B   | 65.13    | 67.30    | 69.47    | 71.64    | 73.81    | 75.98    | 78.15    | 80.32    | 82.49    | 84.48    |
|       | O   | 65.13    | 67.30    | 69.47    | 71.64    | 73.81    | 75.98    | 78.15    | 80.32    | 82.49    | 84.48    |

\* 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. 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 2022 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>