

Salary Table 2026-HI
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.21%
State of Hawaii
Total Increase: 1%
Effective January 2026

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	\$ 13.22	\$ 13.67	\$ 14.11	\$ 14.55	\$ 14.98	\$ 15.24	\$ 15.68	\$ 16.11	\$ 16.13	\$ 16.54
	O	19.83	20.51	21.17	21.83	22.47	22.86	23.52	24.17	24.20	24.81
2	B	14.87	15.22	15.72	16.13	16.31	16.79	17.27	17.75	18.23	18.71
	O	22.31	22.83	23.58	24.20	24.47	25.19	25.91	26.63	27.35	28.07
3	B	16.23	16.77	17.31	17.85	18.39	18.93	19.47	20.01	20.55	21.09
	O	24.35	25.16	25.97	26.78	27.59	28.40	29.21	30.02	30.83	31.64
4	B	18.21	18.82	19.43	20.03	20.64	21.25	21.86	22.46	23.07	23.68
	O	27.32	28.23	29.15	30.05	30.96	31.88	32.79	33.69	34.61	35.52
5	B	20.38	21.06	21.74	22.42	23.09	23.77	24.45	25.13	25.81	26.49
	O	30.57	31.59	32.61	33.63	34.64	35.66	36.68	37.70	38.72	39.74
6	B	22.71	23.47	24.23	24.99	25.74	26.50	27.26	28.02	28.77	29.53
	O	34.07	35.21	36.35	37.49	38.61	39.75	40.89	42.03	43.16	44.30
7	B	25.24	26.08	26.92	27.77	28.61	29.45	30.29	31.13	31.97	32.82
	O	37.86	39.12	40.38	41.66	42.92	44.18	45.44	46.70	47.96	49.23
8	B	27.95	28.89	29.82	30.75	31.68	32.61	33.54	34.48	35.41	36.34
	O	41.93	43.34	44.73	46.13	47.52	48.92	50.31	51.00	51.00	51.00
9	B	30.88	31.91	32.93	33.96	34.99	36.02	37.05	38.08	39.11	40.14
	O	46.32	47.87	49.40	50.94	51.00	51.00	51.00	51.00	51.00	51.00
10	B	34.00	35.13	36.27	37.40	38.53	39.67	40.80	41.93	43.07	44.20
	O	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00
11	B	37.36	38.60	39.85	41.09	42.34	43.58	44.83	46.08	47.32	48.57
	O	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00
12	B	44.77	46.27	47.76	49.25	50.75	52.24	53.73	55.22	56.72	58.21
	O	51.00	51.00	51.00	51.00	51.00	52.24	53.73	55.22	56.72	58.21
13	B	53.24	55.02	56.79	58.57	60.34	62.12	63.89	65.67	67.44	69.22
	O	53.24	55.02	56.79	58.57	60.34	62.12	63.89	65.67	67.44	69.22
14	B	62.92	65.02	67.11	69.21	71.31	73.41	75.50	77.60	79.70	81.80
	O	62.92	65.02	67.11	69.21	71.31	73.41	75.50	77.60	79.70	81.80
15	B	74.01	76.47	78.94	81.41	83.88	86.34	88.81	91.28	93.74	94.49
	O	74.01	76.47	78.94	81.41	83.88	86.34	88.81	91.28	93.74	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>