

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:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>