

SALARY TABLE 2019-HI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.98%

STATE OF HAWAII

TOTAL INCREASE: 1.87%

EFFECTIVE JANUARY 2019

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	\$ 10.86	\$ 11.22	\$ 11.58	\$ 11.94	\$ 12.30	\$ 12.52	\$ 12.87	\$ 13.23	\$ 13.25	\$ 13.58
	O	16.29	16.83	17.37	17.91	18.45	18.78	19.31	19.85	19.88	20.37
2	B	12.21	12.50	12.90	13.25	13.40	13.79	14.18	14.58	14.97	15.37
	O	18.32	18.75	19.35	19.88	20.10	20.69	21.27	21.87	22.46	23.06
3	B	15.99	16.43	16.87	17.32	17.76	18.21	18.65	19.10	19.54	19.98
	O	23.99	24.65	25.31	25.98	26.64	27.32	27.98	28.65	29.31	29.97
4	B	17.94	18.44	18.94	19.44	19.94	20.44	20.93	21.43	21.93	22.43
	O	26.91	27.66	28.41	29.16	29.91	30.66	31.40	32.15	32.90	33.65
5	B	20.64	21.19	21.75	22.31	22.87	23.42	23.98	24.54	25.10	25.65
	O	30.96	31.79	32.63	33.47	34.31	35.13	35.97	36.81	37.65	38.48
6	B	21.76	22.38	23.01	23.63	24.25	24.87	25.49	26.11	26.74	27.36
	O	32.64	33.57	34.52	35.45	36.38	37.31	38.24	39.17	40.11	41.04
7	B	23.49	24.18	24.87	25.56	26.25	26.95	27.64	28.33	29.02	29.71
	O	35.24	36.27	37.31	38.34	39.38	40.43	41.46	42.50	43.28	43.28
8	B	24.48	25.25	26.01	26.78	27.54	28.31	29.07	29.84	30.60	31.37
	O	36.72	37.88	39.02	40.17	41.31	42.47	43.28	43.28	43.28	43.28
9	B	26.20	27.04	27.89	28.73	29.58	30.42	31.27	32.11	32.96	33.80
	O	39.30	40.56	41.84	43.10	43.28	43.28	43.28	43.28	43.28	43.28
10	B	28.85	29.78	30.71	31.64	32.57	33.50	34.43	35.36	36.29	37.22
	O	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28
11	B	30.67	31.70	32.72	33.74	34.77	35.79	36.81	37.83	38.86	39.88
	O	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28
12	B	36.77	37.99	39.22	40.44	41.67	42.89	44.12	45.35	46.57	47.80
	O	43.28	43.28	43.28	43.28	43.28	43.28	44.12	45.35	46.57	47.80
13	B	43.72	45.18	46.63	48.09	49.55	51.01	52.46	53.92	55.38	56.83
	O	43.72	45.18	46.63	48.09	49.55	51.01	52.46	53.92	55.38	56.83
14	B	51.66	53.39	55.11	56.83	58.55	60.27	62.00	63.72	65.44	67.16
	O	51.66	53.39	55.11	56.83	58.55	60.27	62.00	63.72	65.44	67.16
15	B	60.77	62.80	64.82	66.85	68.87	70.90	72.92	74.95	76.97	79.00
	O	60.77	62.80	64.82	66.85	68.87	70.90	72.92	74.95	76.97	79.00

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 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>