

**Salary Table 2025-HI**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.21%**  
**State of Hawaii**  
**Total Increase: 2.05%**  
**Effective January 2025**

*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	\$ 13.09	\$ 13.53	\$ 13.97	\$ 14.40	\$ 14.84	\$ 15.09	\$ 15.52	\$ 15.96	\$ 15.97	\$ 16.38
	O	19.64	20.30	20.96	21.60	22.26	22.64	23.28	23.94	23.96	24.57
2	B	14.72	15.07	15.56	15.97	16.15	16.63	17.10	17.58	18.05	18.53
	O	22.08	22.61	23.34	23.96	24.23	24.95	25.65	26.37	27.08	27.80
3	B	16.06	16.60	17.14	17.67	18.21	18.74	19.28	19.81	20.35	20.88
	O	24.09	24.90	25.71	26.51	27.32	28.11	28.92	29.72	30.53	31.32
4	B	18.03	18.63	19.24	19.84	20.44	21.04	21.64	22.24	22.84	23.45
	O	27.05	27.95	28.86	29.76	30.66	31.56	32.46	33.36	34.26	35.18
5	B	20.18	20.85	21.52	22.19	22.86	23.54	24.21	24.88	25.55	26.23
	O	30.27	31.28	32.28	33.29	34.29	35.31	36.32	37.32	38.33	39.35
6	B	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24
	O	33.74	34.86	35.99	37.11	38.24	39.36	40.49	41.61	42.74	43.86
7	B	24.99	25.83	26.66	27.49	28.32	29.16	29.99	30.82	31.66	32.49
	O	37.49	38.75	39.99	41.24	42.48	43.74	44.99	46.23	47.49	48.74
8	B	27.68	28.60	29.52	30.45	31.37	32.29	33.21	34.14	35.06	35.98
	O	41.52	42.90	44.28	45.68	47.06	48.44	49.82	50.49	50.49	50.49
9	B	30.57	31.59	32.61	33.63	34.65	35.66	36.68	37.70	38.72	39.74
	O	45.86	47.39	48.92	50.45	50.49	50.49	50.49	50.49	50.49	50.49
10	B	33.66	34.79	35.91	37.03	38.15	39.27	40.40	41.52	42.64	43.76
	O	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49
11	B	36.99	38.22	39.45	40.68	41.92	43.15	44.38	45.62	46.85	48.08
	O	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49
12	B	44.33	45.81	47.29	48.77	50.24	51.72	53.20	54.68	56.16	57.63
	O	50.49	50.49	50.49	50.49	50.49	51.72	53.20	54.68	56.16	57.63
13	B	52.72	54.47	56.23	57.99	59.75	61.50	63.26	65.02	66.78	68.53
	O	52.72	54.47	56.23	57.99	59.75	61.50	63.26	65.02	66.78	68.53
14	B	62.29	64.37	66.45	68.52	70.60	72.68	74.75	76.83	78.91	80.98
	O	62.29	64.37	66.45	68.52	70.60	72.68	74.75	76.83	78.91	80.98
15	B	73.28	75.72	78.16	80.60	83.05	85.49	87.93	90.37	92.81	93.53
	O	73.28	75.72	78.16	80.60	83.05	85.49	87.93	90.37	92.81	93.53

\* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>