

**SALARY TABLE 2012-HI (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.51%**

**STATE OF HAWAII**

(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**EFFECTIVE JANUARY 2012**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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   | \$ 9.94 | \$ 10.27 | \$ 10.60 | \$ 10.93 | \$ 11.26 | \$ 11.46 | \$ 11.78 | \$ 12.11 | \$ 12.12 | \$ 12.43 |
|       | O   | 14.91   | 15.41    | 15.90    | 16.40    | 16.89    | 17.19    | 17.67    | 18.17    | 18.18    | 18.65    |
| 2     | B   | 11.17   | 11.44    | 11.81    | 12.12    | 12.26    | 12.62    | 12.98    | 13.34    | 13.70    | 14.06    |
|       | O   | 16.76   | 17.16    | 17.72    | 18.18    | 18.39    | 18.93    | 19.47    | 20.01    | 20.55    | 21.09    |
| 3     | B   | 14.63   | 15.04    | 15.44    | 15.85    | 16.26    | 16.66    | 17.07    | 17.48    | 17.88    | 18.29    |
|       | O   | 21.95   | 22.56    | 23.16    | 23.78    | 24.39    | 24.99    | 25.61    | 26.22    | 26.82    | 27.44    |
| 4     | B   | 16.42   | 16.88    | 17.34    | 17.79    | 18.25    | 18.70    | 19.16    | 19.62    | 20.07    | 20.53    |
|       | O   | 24.63   | 25.32    | 26.01    | 26.69    | 27.38    | 28.05    | 28.74    | 29.43    | 30.11    | 30.80    |
| 5     | B   | 18.89   | 19.40    | 19.91    | 20.42    | 20.93    | 21.44    | 21.95    | 22.46    | 22.97    | 23.48    |
|       | O   | 28.34   | 29.10    | 29.87    | 30.63    | 31.40    | 32.16    | 32.93    | 33.69    | 34.46    | 35.22    |
| 6     | B   | 19.91   | 20.48    | 21.05    | 21.62    | 22.19    | 22.76    | 23.33    | 23.90    | 24.47    | 25.03    |
|       | O   | 29.87   | 30.72    | 31.58    | 32.43    | 33.29    | 34.14    | 35.00    | 35.85    | 36.71    | 37.55    |
| 7     | B   | 21.50   | 22.13    | 22.76    | 23.40    | 24.03    | 24.66    | 25.29    | 25.93    | 26.56    | 27.19    |
|       | O   | 32.25   | 33.20    | 34.14    | 35.10    | 36.05    | 36.99    | 37.94    | 38.90    | 39.60    | 39.60    |
| 8     | B   | 22.41   | 23.11    | 23.81    | 24.51    | 25.21    | 25.91    | 26.61    | 27.31    | 28.01    | 28.71    |
|       | O   | 33.62   | 34.67    | 35.72    | 36.77    | 37.82    | 38.87    | 39.60    | 39.60    | 39.60    | 39.60    |
| 9     | B   | 23.98   | 24.75    | 25.52    | 26.30    | 27.07    | 27.84    | 28.62    | 29.39    | 30.16    | 30.94    |
|       | O   | 35.97   | 37.13    | 38.28    | 39.45    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    |
| 10    | B   | 26.40   | 27.26    | 28.11    | 28.96    | 29.81    | 30.66    | 31.52    | 32.37    | 33.22    | 34.07    |
|       | O   | 39.60   | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    |
| 11    | B   | 28.07   | 29.01    | 29.94    | 30.88    | 31.82    | 32.75    | 33.69    | 34.62    | 35.56    | 36.49    |
|       | O   | 39.60   | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    |
| 12    | B   | 33.65   | 34.77    | 35.89    | 37.01    | 38.14    | 39.26    | 40.38    | 41.50    | 42.62    | 43.74    |
|       | O   | 39.60   | 39.60    | 39.60    | 39.60    | 39.60    | 39.60    | 40.38    | 41.50    | 42.62    | 43.74    |
| 13    | B   | 40.01   | 41.35    | 42.68    | 44.01    | 45.35    | 46.68    | 48.02    | 49.35    | 50.68    | 52.02    |
|       | O   | 40.01   | 41.35    | 42.68    | 44.01    | 45.35    | 46.68    | 48.02    | 49.35    | 50.68    | 52.02    |
| 14    | B   | 47.28   | 48.86    | 50.44    | 52.01    | 53.59    | 55.16    | 56.74    | 58.32    | 59.89    | 61.47    |
|       | O   | 47.28   | 48.86    | 50.44    | 52.01    | 53.59    | 55.16    | 56.74    | 58.32    | 59.89    | 61.47    |
| 15    | B   | 55.62   | 57.47    | 59.33    | 61.18    | 63.03    | 64.89    | 66.74    | 68.60    | 70.45    | 72.30    |
|       | O   | 55.62   | 57.47    | 59.33    | 61.18    | 63.03    | 64.89    | 66.74    | 68.60    | 70.45    | 72.30    |

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.