

Salary Table 2026-HI (LEO)
Including Special Base Rates at GS-3 through GS-10 and
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	19.47	20.01	20.55	21.09	21.64	22.18	22.72	23.26	23.80	24.34
	O	29.21	30.02	30.83	31.64	32.46	33.27	34.08	34.89	35.70	36.51
4	B	21.86	22.46	23.07	23.68	24.29	24.89	25.50	26.11	26.71	27.32
	O	32.79	33.69	34.61	35.52	36.44	37.34	38.25	39.17	40.07	40.98
5	B	25.13	25.81	26.49	27.17	27.85	28.53	29.21	29.89	30.57	31.25
	O	37.70	38.72	39.74	40.76	41.78	42.80	43.82	44.84	45.86	46.88
6	B	26.50	27.26	28.02	28.77	29.53	30.29	31.04	31.80	32.56	33.32
	O	39.75	40.89	42.03	43.16	44.30	45.44	46.56	47.70	48.84	49.98
7	B	28.61	29.45	30.29	31.13	31.97	32.82	33.66	34.50	35.34	36.18
	O	42.92	44.18	45.44	46.70	47.96	49.23	50.49	51.75	52.70	52.70
8	B	29.82	30.75	31.68	32.61	33.54	34.48	35.41	36.34	37.27	38.20
	O	44.73	46.13	47.52	48.92	50.31	51.72	52.70	52.70	52.70	52.70
9	B	31.91	32.93	33.96	34.99	36.02	37.05	38.08	39.11	40.14	41.17
	O	47.87	49.40	50.94	52.49	52.70	52.70	52.70	52.70	52.70	52.70
10	B	35.13	36.27	37.40	38.53	39.67	40.80	41.93	43.07	44.20	45.33
	O	52.70	52.70	52.70	52.70	52.70	52.70	52.70	52.70	52.70	52.70
11	B	37.36	38.60	39.85	41.09	42.34	43.58	44.83	46.08	47.32	48.57
	O	52.70	52.70	52.70	52.70	52.70	52.70	52.70	52.70	52.70	52.70
12	B	44.77	46.27	47.76	49.25	50.75	52.24	53.73	55.22	56.72	58.21
	O	52.70	52.70	52.70	52.70	52.70	52.70	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)).

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 2026 Locality Pay Area Definitions page:

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