Salary Table 2026-HI

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	16.23	16.77	17.31	17.85	18.39	18.93	19.47	20.01	20.55	21.09
	O	*24.35*	*25.16*	*25.97*	*26.78*	*27.59*	*28.40*	*29.21*	*30.02*	*30.83*	*31.64*
4	B	18.21	18.82	19.43	20.03	20.64	21.25	21.86	22.46	23.07	23.68
	O	*27.32*	*28.23*	*29.15*	*30.05*	*30.96*	*31.88*	*32.79*	*33.69*	*34.61*	*35.52*
5	B	20.38	21.06	21.74	22.42	23.09	23.77	24.45	25.13	25.81	26.49
	O	*30.57*	*31.59*	*32.61*	*33.63*	*34.64*	*35.66*	*36.68*	*37.70*	*38.72*	*39.74*
6	B	22.71	23.47	24.23	24.99	25.74	26.50	27.26	28.02	28.77	29.53
	O	*34.07*	*35.21*	*36.35*	*37.49*	*38.61*	*39.75*	*40.89*	*42.03*	*43.16*	*44.30*
7	B	25.24	26.08	26.92	27.77	28.61	29.45	30.29	31.13	31.97	32.82
	O	*37.86*	*39.12*	*40.38*	*41.66*	*42.92*	*44.18*	*45.44*	*46.70*	*47.96*	*49.23*
8	B	27.95	28.89	29.82	30.75	31.68	32.61	33.54	34.48	35.41	36.34
	O	*41.93*	*43.34*	*44.73*	*46.13*	*47.52*	*48.92*	*50.31*	*51.00*	*51.00*	*51.00*
9	B	30.88	31.91	32.93	33.96	34.99	36.02	37.05	38.08	39.11	40.14
	O	*46.32*	*47.87*	*49.40*	*50.94*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*
10	B	34.00	35.13	36.27	37.40	38.53	39.67	40.80	41.93	43.07	44.20
	O	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*
11	B	37.36	38.60	39.85	41.09	42.34	43.58	44.83	46.08	47.32	48.57
	O	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*
12	B	44.77	46.27	47.76	49.25	50.75	52.24	53.73	55.22	56.72	58.21
	O	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*52.24*	*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)).

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/