

**SALARY TABLE 2020-HI**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.56%**  
**STATE OF HAWAII**  
**TOTAL INCREASE: 3.10%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 11.20	\$ 11.57	\$ 11.94	\$ 12.31	\$ 12.69	\$ 12.90	\$ 13.27	\$ 13.64	\$ 13.66	\$ 14.01
	O	16.80	17.36	17.91	18.47	19.04	19.35	19.91	20.46	20.49	21.02
2	B	12.59	12.89	13.31	13.66	13.81	14.22	14.62	15.03	15.44	15.84
	O	18.89	19.34	19.97	20.49	20.72	21.33	21.93	22.55	23.16	23.76
3	B	13.74	14.19	14.65	15.11	15.57	16.02	16.48	16.94	17.40	17.85
	O	20.61	21.29	21.98	22.67	23.36	24.03	24.72	25.41	26.10	26.78
4	B	15.42	15.93	16.45	16.96	17.47	17.99	18.50	19.02	19.53	20.04
	O	23.13	23.90	24.68	25.44	26.21	26.99	27.75	28.53	29.30	30.06
5	B	17.25	17.83	18.40	18.98	19.55	20.13	20.70	21.28	21.85	22.43
	O	25.88	26.75	27.60	28.47	29.33	30.20	31.05	31.92	32.78	33.65
6	B	19.23	19.87	20.51	21.15	21.79	22.44	23.08	23.72	24.36	25.00
	O	28.85	29.81	30.77	31.73	32.69	33.66	34.62	35.58	36.54	37.50
7	B	21.37	22.08	22.79	23.51	24.22	24.93	25.64	26.35	27.07	27.78
	O	32.06	33.12	34.19	35.27	36.33	37.40	38.46	39.53	40.61	41.67
8	B	23.67	24.45	25.24	26.03	26.82	27.61	28.40	29.19	29.98	30.77
	O	35.51	36.68	37.86	39.05	40.23	41.42	42.60	43.77	43.77	43.77
9	B	26.14	27.01	27.88	28.75	29.62	30.50	31.37	32.24	33.11	33.98
	O	39.21	40.52	41.82	43.13	43.77	43.77	43.77	43.77	43.77	43.77
10	B	28.78	29.74	30.70	31.66	32.62	33.58	34.54	35.50	36.46	37.42
	O	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17
11	B	31.63	32.68	33.73	34.79	35.84	36.90	37.95	39.00	40.06	41.11
	O	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17
12	B	37.91	39.17	40.43	41.70	42.96	44.22	45.49	46.75	48.02	49.28
	O	43.17	43.17	43.17	43.17	43.17	44.22	45.49	46.75	48.02	49.28
13	B	45.07	46.58	48.08	49.58	51.09	52.59	54.09	55.59	57.10	58.60
	O	45.07	46.58	48.08	49.58	51.09	52.59	54.09	55.59	57.10	58.60
14	B	53.26	55.04	56.82	58.59	60.37	62.14	63.92	65.69	67.47	69.24
	O	53.26	55.04	56.82	58.59	60.37	62.14	63.92	65.69	67.47	69.24
15	B	62.65	64.74	66.83	68.92	71.01	73.10	75.19	77.27	79.36	81.45
	O	62.65	64.74	66.83	68.92	71.01	73.10	75.19	77.27	79.36	81.45

Applicable locations are shown on the 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>