

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 01/01/2016  
Bargaining Unit: 11 Firefighters

		Step E	Step F	Step G	Step H	Step L1	Step L2	Step L3	Step L4	Step L5
SR 15	Annual	50,304								
	Month	4,192								
	40 Hrs	24.18								
	42 Hrs	23.03								
	53 Hrs	18.25								
	56 Hrs	17.27								
SR 16	Annual	52,296	54,420	56,580	58,824	61,188	63,636	66,156	68,832	71,580
	Month	4,358	4,535	4,715	4,902	5,099	5,303	5,513	5,736	5,965
	40 Hrs	25.14	26.16	27.20	28.28	29.42	30.59	31.81	33.09	34.41
	42 Hrs	23.95	24.92	25.91	26.93	28.02	29.14	30.29	31.52	32.77
	53 Hrs	18.98	19.75	20.53	21.34	22.20	23.09	24.00	24.98	25.97
	56 Hrs	17.96	18.69	19.43	20.20	21.01	21.85	22.72	23.64	24.58
SR 17	Annual	54,420	56,580	58,824	61,188	63,636	66,156	68,832	71,580	74,448
	Month	4,535	4,715	4,902	5,099	5,303	5,513	5,736	5,965	6,204
	40 Hrs	26.16	27.20	28.28	29.42	30.59	31.81	33.09	34.41	35.79
	42 Hrs	24.92	25.91	26.93	28.02	29.14	30.29	31.52	32.77	34.09
	53 Hrs	19.75	20.53	21.34	22.20	23.09	24.00	24.98	25.97	27.01
	56 Hrs	18.69	19.43	20.20	21.01	21.85	22.72	23.64	24.58	25.57
SR 18	Annual	56,580	58,824	61,188	63,636	66,156	68,832	71,580	74,448	77,460
	Month	4,715	4,902	5,099	5,303	5,513	5,736	5,965	6,204	6,455
	40 Hrs	27.20	28.28	29.42	30.59	31.81	33.09	34.41	35.79	37.24
	42 Hrs	25.91	26.93	28.02	29.14	30.29	31.52	32.77	34.09	35.47
	53 Hrs	20.53	21.34	22.20	23.09	24.00	24.98	25.97	27.01	28.11
	56 Hrs	19.43	20.20	21.01	21.85	22.72	23.64	24.58	25.57	26.60
SR 19	Annual	58,824	61,188	63,636	66,156	68,832	71,580	74,448	77,460	80,520
	Month	4,902	5,099	5,303	5,513	5,736	5,965	6,204	6,455	6,710
	40 Hrs	28.28	29.42	30.59	31.81	33.09	34.41	35.79	37.24	38.71
	42 Hrs	26.93	28.02	29.14	30.29	31.52	32.77	34.09	35.47	36.87
	53 Hrs	21.34	22.20	23.09	24.00	24.98	25.97	27.01	28.11	29.22
	56 Hrs	20.20	21.01	21.85	22.72	23.64	24.58	25.57	26.60	27.65
SR 20	Annual	61,188	63,636	66,156	68,832	71,580	74,448	77,460	80,520	83,748
	Month	5,099	5,303	5,513	5,736	5,965	6,204	6,455	6,710	6,979
	40 Hrs	29.42	30.59	31.81	33.09	34.41	35.79	37.24	38.71	40.26
	42 Hrs	28.02	29.14	30.29	31.52	32.77	34.09	35.47	36.87	38.35
	53 Hrs	22.20	23.09	24.00	24.98	25.97	27.01	28.11	29.22	30.39
	56 Hrs	21.01	21.85	22.72	23.64	24.58	25.57	26.60	27.65	28.76
SR 21	Annual	63,636	66,156	68,832	71,580	74,448	77,460	80,520	83,748	87,084
	Month	5,303	5,513	5,736	5,965	6,204	6,455	6,710	6,979	7,257
	40 Hrs	30.59	31.81	33.09	34.41	35.79	37.24	38.71	40.26	41.87
	42 Hrs	29.14	30.29	31.52	32.77	34.09	35.47	36.87	38.35	39.87
	53 Hrs	23.09	24.00	24.98	25.97	27.01	28.11	29.22	30.39	31.60
	56 Hrs	21.85	22.72	23.64	24.58	25.57	26.60	27.65	28.76	29.91
SR 22	Annual	66,156	68,832	71,580	74,448	77,460	80,520	83,748	87,084	90,576
	Month	5,513	5,736	5,965	6,204	6,455	6,710	6,979	7,257	7,548
	40 Hrs	31.81	33.09	34.41	35.79	37.24	38.71	40.26	41.87	43.55
	42 Hrs	30.29	31.52	32.77	34.09	35.47	36.87	38.35	39.87	41.47
	53 Hrs	24.00	24.98	25.97	27.01	28.11	29.22	30.39	31.60	32.87
	56 Hrs	22.72	23.64	24.58	25.57	26.60	27.65	28.76	29.91	31.10
SR 23	Annual	68,832	71,580	74,448	77,460	80,520	83,748	87,084	90,576	94,188
	Month	5,736	5,965	6,204	6,455	6,710	6,979	7,257	7,548	7,849
	40 Hrs	33.09	34.41	35.79	37.24	38.71	40.26	41.87	43.55	45.28
	42 Hrs	31.52	32.77	34.09	35.47	36.87	38.35	39.87	41.47	43.13
	53 Hrs	24.98	25.97	27.01	28.11	29.22	30.39	31.60	32.87	34.18
	56 Hrs	23.64	24.58	25.57	26.60	27.65	28.76	29.91	31.10	32.34

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SR 24	Annual	71,580	74,448	77,460	80,520	83,748	87,084	90,576	94,188	97,968
	Month	5,965	6,204	6,455	6,710	6,979	7,257	7,548	7,849	8,164
	40 Hrs	34.41	35.79	37.24	38.71	40.26	41.87	43.55	45.28	47.10
	42 Hrs	32.77	34.09	35.47	36.87	38.35	39.87	41.47	43.13	44.86
	53 Hrs	25.97	27.01	28.11	29.22	30.39	31.60	32.87	34.18	35.55
	56 Hrs	24.58	25.57	26.60	27.65	28.76	29.91	31.10	32.34	33.64
SR 25	Annual	74,448	77,460	80,520	83,748	87,084	90,576	94,188	97,968	101,904
	Month	6,204	6,455	6,710	6,979	7,257	7,548	7,849	8,164	8,492
	40 Hrs	35.79	37.24	38.71	40.26	41.87	43.55	45.28	47.10	48.99
	42 Hrs	34.09	35.47	36.87	38.35	39.87	41.47	43.13	44.86	46.66
	53 Hrs	27.01	28.11	29.22	30.39	31.60	32.87	34.18	35.55	36.98
	56 Hrs	25.57	26.60	27.65	28.76	29.91	31.10	32.34	33.64	34.99
SR 26	Annual	77,460	80,520	83,748	87,084	90,576	94,188	97,968	101,904	105,960
	Month	6,455	6,710	6,979	7,257	7,548	7,849	8,164	8,492	8,830
	40 Hrs	37.24	38.71	40.26	41.87	43.55	45.28	47.10	48.99	50.94
	42 Hrs	35.47	36.87	38.35	39.87	41.47	43.13	44.86	46.66	48.52
	53 Hrs	28.11	29.22	30.39	31.60	32.87	34.18	35.55	36.98	38.45
	56 Hrs	26.60	27.65	28.76	29.91	31.10	32.34	33.64	34.99	36.39
SR 27	Annual	80,520	83,748	87,084	90,576	94,188	97,968	101,904	105,960	110,184
	Month	6,710	6,979	7,257	7,548	7,849	8,164	8,492	8,830	9,182
	40 Hrs	38.71	40.26	41.87	43.55	45.28	47.10	48.99	50.94	52.97
	42 Hrs	36.87	38.35	39.87	41.47	43.13	44.86	46.66	48.52	50.45
	53 Hrs	29.22	30.39	31.60	32.87	34.18	35.55	36.98	38.45	39.98
	56 Hrs	27.65	28.76	29.91	31.10	32.34	33.64	34.99	36.39	37.84
SR 28	Annual	83,748	87,084	90,576	94,188	97,968	101,904	105,960	110,184	114,600
	Month	6,979	7,257	7,548	7,849	8,164	8,492	8,830	9,182	9,550
	40 Hrs	40.26	41.87	43.55	45.28	47.10	48.99	50.94	52.97	55.10
	42 Hrs	38.35	39.87	41.47	43.13	44.86	46.66	48.52	50.45	52.47
	53 Hrs	30.39	31.60	32.87	34.18	35.55	36.98	38.45	39.98	41.58
	56 Hrs	28.76	29.91	31.10	32.34	33.64	34.99	36.39	37.84	39.35
SR 29	Annual	87,084	90,576	94,188	97,968	101,904	105,960	110,184	114,600	119,184
	Month	7,257	7,548	7,849	8,164	8,492	8,830	9,182	9,550	9,932
	40 Hrs	41.87	43.55	45.28	47.10	48.99	50.94	52.97	55.10	57.30
	42 Hrs	39.87	41.47	43.13	44.86	46.66	48.52	50.45	52.47	54.57
	53 Hrs	31.60	32.87	34.18	35.55	36.98	38.45	39.98	41.58	43.25
	56 Hrs	29.91	31.10	32.34	33.64	34.99	36.39	37.84	39.35	40.93
SR 30	Annual	90,576	94,188	97,968	101,904	105,960	110,184	114,600	119,184	123,948
	Month	7,548	7,849	8,164	8,492	8,830	9,182	9,550	9,932	10,329
	40 Hrs	43.55	45.28	47.10	48.99	50.94	52.97	55.10	57.30	59.59
	42 Hrs	41.47	43.13	44.86	46.66	48.52	50.45	52.47	54.57	56.75
	53 Hrs	32.87	34.18	35.55	36.98	38.45	39.98	41.58	43.25	44.97
	56 Hrs	31.10	32.34	33.64	34.99	36.39	37.84	39.35	40.93	42.56
SR 31	Annual	94,188	97,968	101,904	105,960	110,184	114,600	119,184	123,948	128,880
	Month	7,849	8,164	8,492	8,830	9,182	9,550	9,932	10,329	10,740
	40 Hrs	45.28	47.10	48.99	50.94	52.97	55.10	57.30	59.59	61.96
	42 Hrs	43.13	44.86	46.66	48.52	50.45	52.47	54.57	56.75	59.01
	53 Hrs	34.18	35.55	36.98	38.45	39.98	41.58	43.25	44.97	46.76
	56 Hrs	32.34	33.64	34.99	36.39	37.84	39.35	40.93	42.56	44.26