

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2016  
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	52,824								
	Month	4,402								
	40 Hrs	25.40								
	42 Hrs	24.19								
	53 Hrs	19.17								
	56 Hrs	18.14								
SR 16	Annual	54,912	57,144	59,412	61,764	64,248	66,816	69,468	72,276	75,156
	Month	4,576	4,762	4,951	5,147	5,354	5,568	5,789	6,023	6,263
	40 Hrs	26.40	27.47	28.56	29.69	30.89	32.12	33.40	34.75	36.13
	42 Hrs	25.14	26.16	27.20	28.28	29.42	30.59	31.81	33.09	34.41
	53 Hrs	19.92	20.73	21.56	22.41	23.31	24.24	25.21	26.22	27.27
	56 Hrs	18.86	19.62	20.40	21.21	22.06	22.95	23.86	24.82	25.81
SR 17	Annual	57,144	59,412	61,764	64,248	66,816	69,468	72,276	75,156	78,168
	Month	4,762	4,951	5,147	5,354	5,568	5,789	6,023	6,263	6,514
	40 Hrs	27.47	28.56	29.69	30.89	32.12	33.40	34.75	36.13	37.58
	42 Hrs	26.16	27.20	28.28	29.42	30.59	31.81	33.09	34.41	35.79
	53 Hrs	20.73	21.56	22.41	23.31	24.24	25.21	26.22	27.27	28.36
	56 Hrs	19.62	20.40	21.21	22.06	22.95	23.86	24.82	25.81	26.84
SR 18	Annual	59,412	61,764	64,248	66,816	69,468	72,276	75,156	78,168	81,336
	Month	4,951	5,147	5,354	5,568	5,789	6,023	6,263	6,514	6,778
	40 Hrs	28.56	29.69	30.89	32.12	33.40	34.75	36.13	37.58	39.10
	42 Hrs	27.20	28.28	29.42	30.59	31.81	33.09	34.41	35.79	37.24
	53 Hrs	21.56	22.41	23.31	24.24	25.21	26.22	27.27	28.36	29.51
	56 Hrs	20.40	21.21	22.06	22.95	23.86	24.82	25.81	26.84	27.93
SR 19	Annual	61,764	64,248	66,816	69,468	72,276	75,156	78,168	81,336	84,552
	Month	5,147	5,354	5,568	5,789	6,023	6,263	6,514	6,778	7,046
	40 Hrs	29.69	30.89	32.12	33.40	34.75	36.13	37.58	39.10	40.65
	42 Hrs	28.28	29.42	30.59	31.81	33.09	34.41	35.79	37.24	38.71
	53 Hrs	22.41	23.31	24.24	25.21	26.22	27.27	28.36	29.51	30.68
	56 Hrs	21.21	22.06	22.95	23.86	24.82	25.81	26.84	27.93	29.04
SR 20	Annual	64,248	66,816	69,468	72,276	75,156	78,168	81,336	84,552	87,936
	Month	5,354	5,568	5,789	6,023	6,263	6,514	6,778	7,046	7,328
	40 Hrs	30.89	32.12	33.40	34.75	36.13	37.58	39.10	40.65	42.28
	42 Hrs	29.42	30.59	31.81	33.09	34.41	35.79	37.24	38.71	40.26
	53 Hrs	23.31	24.24	25.21	26.22	27.27	28.36	29.51	30.68	31.91
	56 Hrs	22.06	22.95	23.86	24.82	25.81	26.84	27.93	29.04	30.20
SR 21	Annual	66,816	69,468	72,276	75,156	78,168	81,336	84,552	87,936	91,440
	Month	5,568	5,789	6,023	6,263	6,514	6,778	7,046	7,328	7,620
	40 Hrs	32.12	33.40	34.75	36.13	37.58	39.10	40.65	42.28	43.96
	42 Hrs	30.59	31.81	33.09	34.41	35.79	37.24	38.71	40.26	41.87
	53 Hrs	24.24	25.21	26.22	27.27	28.36	29.51	30.68	31.91	33.18
	56 Hrs	22.95	23.86	24.82	25.81	26.84	27.93	29.04	30.20	31.40
SR 22	Annual	69,468	72,276	75,156	78,168	81,336	84,552	87,936	91,440	95,100
	Month	5,789	6,023	6,263	6,514	6,778	7,046	7,328	7,620	7,925
	40 Hrs	33.40	34.75	36.13	37.58	39.10	40.65	42.28	43.96	45.72
	42 Hrs	31.81	33.09	34.41	35.79	37.24	38.71	40.26	41.87	43.54
	53 Hrs	25.21	26.22	27.27	28.36	29.51	30.68	31.91	33.18	34.51
	56 Hrs	23.86	24.82	25.81	26.84	27.93	29.04	30.20	31.40	32.66
SR 23	Annual	72,276	75,156	78,168	81,336	84,552	87,936	91,440	95,100	98,892
	Month	6,023	6,263	6,514	6,778	7,046	7,328	7,620	7,925	8,241
	40 Hrs	34.75	36.13	37.58	39.10	40.65	42.28	43.96	45.72	47.54
	42 Hrs	33.09	34.41	35.79	37.24	38.71	40.26	41.87	43.54	45.28
	53 Hrs	26.22	27.27	28.36	29.51	30.68	31.91	33.18	34.51	35.88
	56 Hrs	24.82	25.81	26.84	27.93	29.04	30.20	31.40	32.66	33.96

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SR 24	Annual	75,156	78,168	81,336	84,552	87,936	91,440	95,100	98,892	102,864
	Month	6,263	6,514	6,778	7,046	7,328	7,620	7,925	8,241	8,572
	40 Hrs	36.13	37.58	39.10	40.65	42.28	43.96	45.72	47.54	49.45
	42 Hrs	34.41	35.79	37.24	38.71	40.26	41.87	43.54	45.28	47.10
	53 Hrs	27.27	28.36	29.51	30.68	31.91	33.18	34.51	35.88	37.32
	56 Hrs	25.81	26.84	27.93	29.04	30.20	31.40	32.66	33.96	35.32
SR 25	Annual	78,168	81,336	84,552	87,936	91,440	95,100	98,892	102,864	107,004
	Month	6,514	6,778	7,046	7,328	7,620	7,925	8,241	8,572	8,917
	40 Hrs	37.58	39.10	40.65	42.28	43.96	45.72	47.54	49.45	51.44
	42 Hrs	35.79	37.24	38.71	40.26	41.87	43.54	45.28	47.10	48.99
	53 Hrs	28.36	29.51	30.68	31.91	33.18	34.51	35.88	37.32	38.83
	56 Hrs	26.84	27.93	29.04	30.20	31.40	32.66	33.96	35.32	36.75
SR 26	Annual	81,336	84,552	87,936	91,440	95,100	98,892	102,864	107,004	111,264
	Month	6,778	7,046	7,328	7,620	7,925	8,241	8,572	8,917	9,272
	40 Hrs	39.10	40.65	42.28	43.96	45.72	47.54	49.45	51.44	53.49
	42 Hrs	37.24	38.71	40.26	41.87	43.54	45.28	47.10	48.99	50.95
	53 Hrs	29.51	30.68	31.91	33.18	34.51	35.88	37.32	38.83	40.37
	56 Hrs	27.93	29.04	30.20	31.40	32.66	33.96	35.32	36.75	38.21
SR 27	Annual	84,552	87,936	91,440	95,100	98,892	102,864	107,004	111,264	115,692
	Month	7,046	7,328	7,620	7,925	8,241	8,572	8,917	9,272	9,641
	40 Hrs	40.65	42.28	43.96	45.72	47.54	49.45	51.44	53.49	55.62
	42 Hrs	38.71	40.26	41.87	43.54	45.28	47.10	48.99	50.95	52.97
	53 Hrs	30.68	31.91	33.18	34.51	35.88	37.32	38.83	40.37	41.98
	56 Hrs	29.04	30.20	31.40	32.66	33.96	35.32	36.75	38.21	39.73
SR 28	Annual	87,936	91,440	95,100	98,892	102,864	107,004	111,264	115,692	120,336
	Month	7,328	7,620	7,925	8,241	8,572	8,917	9,272	9,641	10,028
	40 Hrs	42.28	43.96	45.72	47.54	49.45	51.44	53.49	55.62	57.85
	42 Hrs	40.26	41.87	43.54	45.28	47.10	48.99	50.95	52.97	55.10
	53 Hrs	31.91	33.18	34.51	35.88	37.32	38.83	40.37	41.98	43.66
	56 Hrs	30.20	31.40	32.66	33.96	35.32	36.75	38.21	39.73	41.32
SR 29	Annual	91,440	95,100	98,892	102,864	107,004	111,264	115,692	120,336	125,148
	Month	7,620	7,925	8,241	8,572	8,917	9,272	9,641	10,028	10,429
	40 Hrs	43.96	45.72	47.54	49.45	51.44	53.49	55.62	57.85	60.17
	42 Hrs	41.87	43.54	45.28	47.10	48.99	50.95	52.97	55.10	57.30
	53 Hrs	33.18	34.51	35.88	37.32	38.83	40.37	41.98	43.66	45.41
	56 Hrs	31.40	32.66	33.96	35.32	36.75	38.21	39.73	41.32	42.98
SR 30	Annual	95,100	98,892	102,864	107,004	111,264	115,692	120,336	125,148	130,140
	Month	7,925	8,241	8,572	8,917	9,272	9,641	10,028	10,429	10,845
	40 Hrs	45.72	47.54	49.45	51.44	53.49	55.62	57.85	60.17	62.57
	42 Hrs	43.54	45.28	47.10	48.99	50.95	52.97	55.10	57.30	59.59
	53 Hrs	34.51	35.88	37.32	38.83	40.37	41.98	43.66	45.41	47.22
	56 Hrs	32.66	33.96	35.32	36.75	38.21	39.73	41.32	42.98	44.69
SR 31	Annual	98,892	102,864	107,004	111,264	115,692	120,336	125,148	130,140	135,324
	Month	8,241	8,572	8,917	9,272	9,641	10,028	10,429	10,845	11,277
	40 Hrs	47.54	49.45	51.44	53.49	55.62	57.85	60.17	62.57	65.06
	42 Hrs	45.28	47.10	48.99	50.95	52.97	55.10	57.30	59.59	61.96
	53 Hrs	35.88	37.32	38.83	40.37	41.98	43.66	45.41	47.22	49.10
	56 Hrs	33.96	35.32	36.75	38.21	39.73	41.32	42.98	44.69	46.47