

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 02/22/2016

Bargaining Unit 14: State Law Enforcement Officers and  
State and County Ocean Safety and Water Safety Officers

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR04	ANN	22,824	23,688	24,636	25,632	26,700	27,768	28,872	29,988	31,236	32,460	33,720	35,112	36,468
	MON	1,902	1,974	2,053	2,136	2,225	2,314	2,406	2,499	2,603	2,705	2,810	2,926	3,039
	8HR	87.76	91.12	94.72	98.56	102.72	106.80	111.04	115.36	120.16	124.88	129.68	135.04	140.24
	HRLY	10.97	11.39	11.84	12.32	12.84	13.35	13.88	14.42	15.02	15.61	16.21	16.88	17.53
SR05	ANN	23,688	24,636	25,632	26,700	27,768	28,872	29,988	31,236	32,460	33,720	35,112	36,468	37,980
	MON	1,974	2,053	2,136	2,225	2,314	2,406	2,499	2,603	2,705	2,810	2,926	3,039	3,165
	8HR	91.12	94.72	98.56	102.72	106.80	111.04	115.36	120.16	124.88	129.68	135.04	140.24	146.08
	HRLY	11.39	11.84	12.32	12.84	13.35	13.88	14.42	15.02	15.61	16.21	16.88	17.53	18.26
SR06	ANN	24,636	25,632	26,700	27,768	28,872	29,988	31,236	32,460	33,720	35,112	36,468	37,980	39,492
	MON	2,053	2,136	2,225	2,314	2,406	2,499	2,603	2,705	2,810	2,926	3,039	3,165	3,291
	8HR	94.72	98.56	102.72	106.80	111.04	115.36	120.16	124.88	129.68	135.04	140.24	146.08	151.92
	HRLY	11.84	12.32	12.84	13.35	13.88	14.42	15.02	15.61	16.21	16.88	17.53	18.26	18.99
SR07	ANN	25,632	26,700	27,768	28,872	29,988	31,236	32,460	33,720	35,112	36,468	37,980	39,492	41,064
	MON	2,136	2,225	2,314	2,406	2,499	2,603	2,705	2,810	2,926	3,039	3,165	3,291	3,422
	8HR	98.56	102.72	106.80	111.04	115.36	120.16	124.88	129.68	135.04	140.24	146.08	151.92	157.92
	HRLY	12.32	12.84	13.35	13.88	14.42	15.02	15.61	16.21	16.88	17.53	18.26	18.99	19.74
SR08	ANN	26,700	27,768	28,872	29,988	31,236	32,460	33,720	35,112	36,468	37,980	39,492	41,064	42,684
	MON	2,225	2,314	2,406	2,499	2,603	2,705	2,810	2,926	3,039	3,165	3,291	3,422	3,557
	8HR	102.72	106.80	111.04	115.36	120.16	124.88	129.68	135.04	140.24	146.08	151.92	157.92	164.16
	HRLY	12.84	13.35	13.88	14.42	15.02	15.61	16.21	16.88	17.53	18.26	18.99	19.74	20.52
SR09	ANN	27,768	28,872	29,988	31,236	32,460	33,720	35,112	36,468	37,980	39,492	41,064	42,684	44,388
	MON	2,314	2,406	2,499	2,603	2,705	2,810	2,926	3,039	3,165	3,291	3,422	3,557	3,699
	8HR	106.80	111.04	115.36	120.16	124.88	129.68	135.04	140.24	146.08	151.92	157.92	164.16	170.72
	HRLY	13.35	13.88	14.42	15.02	15.61	16.21	16.88	17.53	18.26	18.99	19.74	20.52	21.34
SR10	ANN	28,872	29,988	31,236	32,460	33,720	35,112	36,468	37,980	39,492	41,064	42,684	44,388	46,188
	MON	2,406	2,499	2,603	2,705	2,810	2,926	3,039	3,165	3,291	3,422	3,557	3,699	3,849
	8HR	111.04	115.36	120.16	124.88	129.68	135.04	140.24	146.08	151.92	157.92	164.16	170.72	177.68
	HRLY	13.88	14.42	15.02	15.61	16.21	16.88	17.53	18.26	18.99	19.74	20.52	21.34	22.21
SR11	ANN	29,988	31,236	32,460	33,720	35,112	36,468	37,980	39,492	41,064	42,684	44,388	46,188	48,024
	MON	2,499	2,603	2,705	2,810	2,926	3,039	3,165	3,291	3,422	3,557	3,699	3,849	4,002
	8HR	115.36	120.16	124.88	129.68	135.04	140.24	146.08	151.92	157.92	164.16	170.72	177.68	184.72
	HRLY	14.42	15.02	15.61	16.21	16.88	17.53	18.26	18.99	19.74	20.52	21.34	22.21	23.09

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		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR12	ANN	31,236	32,460	33,720	35,112	36,468	37,980	39,492	41,064	42,684	44,388	46,188	48,024	49,968
	MON	2,603	2,705	2,810	2,926	3,039	3,165	3,291	3,422	3,557	3,699	3,849	4,002	4,164
	8HR	120.16	124.88	129.68	135.04	140.24	146.08	151.92	157.92	164.16	170.72	177.68	184.72	192.16
	HRLY	15.02	15.61	16.21	16.88	17.53	18.26	18.99	19.74	20.52	21.34	22.21	23.09	24.02
SR13	ANN	32,460	33,720	35,112	36,468	37,980	39,492	41,064	42,684	44,388	46,188	48,024	49,968	51,924
	MON	2,705	2,810	2,926	3,039	3,165	3,291	3,422	3,557	3,699	3,849	4,002	4,164	4,327
	8HR	124.88	129.68	135.04	140.24	146.08	151.92	157.92	164.16	170.72	177.68	184.72	192.16	199.68
	HRLY	15.61	16.21	16.88	17.53	18.26	18.99	19.74	20.52	21.34	22.21	23.09	24.02	24.96
SR14	ANN	33,720	35,112	36,468	37,980	39,492	41,064	42,684	44,388	46,188	48,024	49,968	51,924	54,012
	MON	2,810	2,926	3,039	3,165	3,291	3,422	3,557	3,699	3,849	4,002	4,164	4,327	4,501
	8HR	129.68	135.04	140.24	146.08	151.92	157.92	164.16	170.72	177.68	184.72	192.16	199.68	207.76
	HRLY	16.21	16.88	17.53	18.26	18.99	19.74	20.52	21.34	22.21	23.09	24.02	24.96	25.97
SR15	ANN	35,112	36,468	37,980	39,492	41,064	42,684	44,388	46,188	48,024	49,968	51,924	54,012	56,172
	MON	2,926	3,039	3,165	3,291	3,422	3,557	3,699	3,849	4,002	4,164	4,327	4,501	4,681
	8HR	135.04	140.24	146.08	151.92	157.92	164.16	170.72	177.68	184.72	192.16	199.68	207.76	216.08
	HRLY	16.88	17.53	18.26	18.99	19.74	20.52	21.34	22.21	23.09	24.02	24.96	25.97	27.01
SR16	ANN	36,468	37,980	39,492	41,064	42,684	44,388	46,188	48,024	49,968	51,924	54,012	56,172	58,416
	MON	3,039	3,165	3,291	3,422	3,557	3,699	3,849	4,002	4,164	4,327	4,501	4,681	4,868
	8HR	140.24	146.08	151.92	157.92	164.16	170.72	177.68	184.72	192.16	199.68	207.76	216.08	224.64
	HRLY	17.53	18.26	18.99	19.74	20.52	21.34	22.21	23.09	24.02	24.96	25.97	27.01	28.08
SR17	ANN	37,980	39,492	41,064	42,684	44,388	46,188	48,024	49,968	51,924	54,012	56,172	58,416	60,780
	MON	3,165	3,291	3,422	3,557	3,699	3,849	4,002	4,164	4,327	4,501	4,681	4,868	5,065
	8HR	146.08	151.92	157.92	164.16	170.72	177.68	184.72	192.16	199.68	207.76	216.08	224.64	233.76
	HRLY	18.26	18.99	19.74	20.52	21.34	22.21	23.09	24.02	24.96	25.97	27.01	28.08	29.22
SR18	ANN	39,492	41,064	42,684	44,388	46,188	48,024	49,968	51,924	54,012	56,172	58,416	60,780	63,168
	MON	3,291	3,422	3,557	3,699	3,849	4,002	4,164	4,327	4,501	4,681	4,868	5,065	5,264
	8HR	151.92	157.92	164.16	170.72	177.68	184.72	192.16	199.68	207.76	216.08	224.64	233.76	242.96
	HRLY	18.99	19.74	20.52	21.34	22.21	23.09	24.02	24.96	25.97	27.01	28.08	29.22	30.37
SR19	ANN	41,064	42,684	44,388	46,188	48,024	49,968	51,924	54,012	56,172	58,416	60,780	63,168	65,736
	MON	3,422	3,557	3,699	3,849	4,002	4,164	4,327	4,501	4,681	4,868	5,065	5,264	5,478
	8HR	157.92	164.16	170.72	177.68	184.72	192.16	199.68	207.76	216.08	224.64	233.76	242.96	252.80
	HRLY	19.74	20.52	21.34	22.21	23.09	24.02	24.96	25.97	27.01	28.08	29.22	30.37	31.60

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SR20	ANN	42,684	44,388	46,188	48,024	49,968	51,924	54,012	56,172	58,416	60,780	63,168	65,736	68,412
	MON	3,557	3,699	3,849	4,002	4,164	4,327	4,501	4,681	4,868	5,065	5,264	5,478	5,701
	8HR	164.16	170.72	177.68	184.72	192.16	199.68	207.76	216.08	224.64	233.76	242.96	252.80	263.12
	HRLY	20.52	21.34	22.21	23.09	24.02	24.96	25.97	27.01	28.08	29.22	30.37	31.60	32.89
SR21	ANN	44,388	46,188	48,024	49,968	51,924	54,012	56,172	58,416	60,780	63,168	65,736	68,412	71,124
	MON	3,699	3,849	4,002	4,164	4,327	4,501	4,681	4,868	5,065	5,264	5,478	5,701	5,927
	8HR	170.72	177.68	184.72	192.16	199.68	207.76	216.08	224.64	233.76	242.96	252.80	263.12	273.52
	HRLY	21.34	22.21	23.09	24.02	24.96	25.97	27.01	28.08	29.22	30.37	31.60	32.89	34.19
SR22	ANN	46,188	48,024	49,968	51,924	54,012	56,172	58,416	60,780	63,168	65,736	68,412	71,124	73,956
	MON	3,849	4,002	4,164	4,327	4,501	4,681	4,868	5,065	5,264	5,478	5,701	5,927	6,163
	8HR	177.68	184.72	192.16	199.68	207.76	216.08	224.64	233.76	242.96	252.80	263.12	273.52	284.48
	HRLY	22.21	23.09	24.02	24.96	25.97	27.01	28.08	29.22	30.37	31.60	32.89	34.19	35.56
SR23	ANN	48,024	49,968	51,924	54,012	56,172	58,416	60,780	63,168	65,736	68,412	71,124	73,956	76,932
	MON	4,002	4,164	4,327	4,501	4,681	4,868	5,065	5,264	5,478	5,701	5,927	6,163	6,411
	8HR	184.72	192.16	199.68	207.76	216.08	224.64	233.76	242.96	252.80	263.12	273.52	284.48	295.92
	HRLY	23.09	24.02	24.96	25.97	27.01	28.08	29.22	30.37	31.60	32.89	34.19	35.56	36.99
SR24	ANN	49,968	51,924	54,012	56,172	58,416	60,780	63,168	65,736	68,412	71,124	73,956	76,932	80,016
	MON	4,164	4,327	4,501	4,681	4,868	5,065	5,264	5,478	5,701	5,927	6,163	6,411	6,668
	8HR	192.16	199.68	207.76	216.08	224.64	233.76	242.96	252.80	263.12	273.52	284.48	295.92	307.76
	HRLY	24.02	24.96	25.97	27.01	28.08	29.22	30.37	31.60	32.89	34.19	35.56	36.99	38.47
SR25	ANN	51,924	54,012	56,172	58,416	60,780	63,168	65,736	68,412	71,124	73,956	76,932	80,016	83,196
	MON	4,327	4,501	4,681	4,868	5,065	5,264	5,478	5,701	5,927	6,163	6,411	6,668	6,933
	8HR	199.68	207.76	216.08	224.64	233.76	242.96	252.80	263.12	273.52	284.48	295.92	307.76	320.00
	HRLY	24.96	25.97	27.01	28.08	29.22	30.37	31.60	32.89	34.19	35.56	36.99	38.47	40.00
SR26	ANN	54,012	56,172	58,416	60,780	63,168	65,736	68,412	71,124	73,956	76,932	80,016	83,196	86,508
	MON	4,501	4,681	4,868	5,065	5,264	5,478	5,701	5,927	6,163	6,411	6,668	6,933	7,209
	8HR	207.76	216.08	224.64	233.76	242.96	252.80	263.12	273.52	284.48	295.92	307.76	320.00	332.72
	HRLY	25.97	27.01	28.08	29.22	30.37	31.60	32.89	34.19	35.56	36.99	38.47	40.00	41.59
SR27	ANN	56,172	58,416	60,780	63,168	65,736	68,412	71,124	73,956	76,932	80,016	83,196	86,508	89,964
	MON	4,681	4,868	5,065	5,264	5,478	5,701	5,927	6,163	6,411	6,668	6,933	7,209	7,497
	8HR	216.08	224.64	233.76	242.96	252.80	263.12	273.52	284.48	295.92	307.76	320.00	332.72	346.00
	HRLY	27.01	28.08	29.22	30.37	31.60	32.89	34.19	35.56	36.99	38.47	40.00	41.59	43.25

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SR28	ANN	58,416	60,780	63,168	65,736	68,412	71,124	73,956	76,932	80,016	83,196	86,508	89,964	93,624
	MON	4,868	5,065	5,264	5,478	5,701	5,927	6,163	6,411	6,668	6,933	7,209	7,497	7,802
	8HR	224.64	233.76	242.96	252.80	263.12	273.52	284.48	295.92	307.76	320.00	332.72	346.00	360.08
	HRLY	28.08	29.22	30.37	31.60	32.89	34.19	35.56	36.99	38.47	40.00	41.59	43.25	45.01
SR29	ANN	60,780	63,168	65,736	68,412	71,124	73,956	76,932	80,016	83,196	86,508	89,964	93,624	97,368
	MON	5,065	5,264	5,478	5,701	5,927	6,163	6,411	6,668	6,933	7,209	7,497	7,802	8,114
	8HR	233.76	242.96	252.80	263.12	273.52	284.48	295.92	307.76	320.00	332.72	346.00	360.08	374.48
	HRLY	29.22	30.37	31.60	32.89	34.19	35.56	36.99	38.47	40.00	41.59	43.25	45.01	46.81
SR30	ANN	63,168	65,736	68,412	71,124	73,956	76,932	80,016	83,196	86,508	89,964	93,624	97,368	101,172
	MON	5,264	5,478	5,701	5,927	6,163	6,411	6,668	6,933	7,209	7,497	7,802	8,114	8,431
	8HR	242.96	252.80	263.12	273.52	284.48	295.92	307.76	320.00	332.72	346.00	360.08	374.48	389.12
	HRLY	30.37	31.60	32.89	34.19	35.56	36.99	38.47	40.00	41.59	43.25	45.01	46.81	48.64
SR31	ANN	65,736	68,412	71,124	73,956	76,932	80,016	83,196	86,508	89,964	93,624	97,368	101,172	105,252
	MON	5,478	5,701	5,927	6,163	6,411	6,668	6,933	7,209	7,497	7,802	8,114	8,431	8,771
	8HR	252.80	263.12	273.52	284.48	295.92	307.76	320.00	332.72	346.00	360.08	374.48	389.12	404.80
	HRLY	31.60	32.89	34.19	35.56	36.99	38.47	40.00	41.59	43.25	45.01	46.81	48.64	50.60
SC01	ANN	68,412	71,124	73,956	76,932	80,016	83,196	86,508	89,964	93,624	97,368	101,172	105,252	109,464
	MON	5,701	5,927	6,163	6,411	6,668	6,933	7,209	7,497	7,802	8,114	8,431	8,771	9,122
	8HR	263.12	273.52	284.48	295.92	307.76	320.00	332.72	346.00	360.08	374.48	389.12	404.80	421.04
	HRLY	32.89	34.19	35.56	36.99	38.47	40.00	41.59	43.25	45.01	46.81	48.64	50.60	52.63
SC02	ANN	71,124	73,956	76,932	80,016	83,196	86,508	89,964	93,624	97,368	101,172	105,252	109,464	113,868
	MON	5,927	6,163	6,411	6,668	6,933	7,209	7,497	7,802	8,114	8,431	8,771	9,122	9,489
	8HR	273.52	284.48	295.92	307.76	320.00	332.72	346.00	360.08	374.48	389.12	404.80	421.04	437.92
	HRLY	34.19	35.56	36.99	38.47	40.00	41.59	43.25	45.01	46.81	48.64	50.60	52.63	54.74
SC03	ANN	73,956	76,932	80,016	83,196	86,508	89,964	93,624	97,368	101,172	105,252	109,464	113,868	118,428
	MON	6,163	6,411	6,668	6,933	7,209	7,497	7,802	8,114	8,431	8,771	9,122	9,489	9,869
	8HR	284.48	295.92	307.76	320.00	332.72	346.00	360.08	374.48	389.12	404.80	421.04	437.92	455.52
	HRLY	35.56	36.99	38.47	40.00	41.59	43.25	45.01	46.81	48.64	50.60	52.63	54.74	56.94