

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2019  
Bargaining Unit 11 Firefighters

		Step E	Step F	Step G	Step H	Step L1	Step L2	Step L3	Step L4	Step L5
SR 15	ANN	56,196								
	MON	4,683								
	40 HRS	27.02								
	42 HRS	25.73								
	53 HRS	20.39								
	56 HRS	19.30								
SR 16	ANN	58,416	60,780	63,204	65,700	68,352	71,076	73,908	76,884	79,956
	MON	4,868	5,065	5,267	5,475	5,696	5,923	6,159	6,407	6,663
	40 HRS	28.08	29.22	30.39	31.59	32.86	34.17	35.53	36.96	38.44
	42 HRS	26.75	27.83	28.94	30.08	31.30	32.54	33.84	35.20	36.61
	53 HRS	21.20	22.05	22.93	23.84	24.80	25.79	26.82	27.90	29.01
	56 HRS	20.06	20.87	21.70	22.56	23.47	24.41	25.38	26.40	27.46
SR 17	ANN	60,780	63,204	65,700	68,352	71,076	73,908	76,884	79,956	83,148
	MON	5,065	5,267	5,475	5,696	5,923	6,159	6,407	6,663	6,929
	40 HRS	29.22	30.39	31.59	32.86	34.17	35.53	36.96	38.44	39.98
	42 HRS	27.83	28.94	30.08	31.30	32.54	33.84	35.20	36.61	38.07
	53 HRS	22.05	22.93	23.84	24.80	25.79	26.82	27.90	29.01	30.17
	56 HRS	20.87	21.70	22.56	23.47	24.41	25.38	26.40	27.46	28.55
SR 18	ANN	63,204	65,700	68,352	71,076	73,908	76,884	79,956	83,148	86,532
	MON	5,267	5,475	5,696	5,923	6,159	6,407	6,663	6,929	7,211
	40 HRS	30.39	31.59	32.86	34.17	35.53	36.96	38.44	39.98	41.60
	42 HRS	28.94	30.08	31.30	32.54	33.84	35.20	36.61	38.07	39.62
	53 HRS	22.93	23.84	24.80	25.79	26.82	27.90	29.01	30.17	31.40
	56 HRS	21.70	22.56	23.47	24.41	25.38	26.40	27.46	28.55	29.72
SR 19	ANN	65,700	68,352	71,076	73,908	76,884	79,956	83,148	86,532	89,952
	MON	5,475	5,696	5,923	6,159	6,407	6,663	6,929	7,211	7,496
	40 HRS	31.59	32.86	34.17	35.53	36.96	38.44	39.98	41.60	43.25
	42 HRS	30.08	31.30	32.54	33.84	35.20	36.61	38.07	39.62	41.19
	53 HRS	23.84	24.80	25.79	26.82	27.90	29.01	30.17	31.40	32.64
	56 HRS	22.56	23.47	24.41	25.38	26.40	27.46	28.55	29.72	30.89
SR 20	ANN	68,352	71,076	73,908	76,884	79,956	83,148	86,532	89,952	93,552
	MON	5,696	5,923	6,159	6,407	6,663	6,929	7,211	7,496	7,796
	40 HRS	32.86	34.17	35.53	36.96	38.44	39.98	41.60	43.25	44.98
	42 HRS	31.30	32.54	33.84	35.20	36.61	38.07	39.62	41.19	42.84
	53 HRS	24.80	25.79	26.82	27.90	29.01	30.17	31.40	32.64	33.94
	56 HRS	23.47	24.41	25.38	26.40	27.46	28.55	29.72	30.89	32.13
SR 21	ANN	71,076	73,908	76,884	79,956	83,148	86,532	89,952	93,552	97,272
	MON	5,923	6,159	6,407	6,663	6,929	7,211	7,496	7,796	8,106
	40 HRS	34.17	35.53	36.96	38.44	39.98	41.60	43.25	44.98	46.77
	42 HRS	32.54	33.84	35.20	36.61	38.07	39.62	41.19	42.84	44.54
	53 HRS	25.79	26.82	27.90	29.01	30.17	31.40	32.64	33.94	35.29
	56 HRS	24.41	25.38	26.40	27.46	28.55	29.72	30.89	32.13	33.40
SR 22	ANN	73,908	76,884	79,956	83,148	86,532	89,952	93,552	97,272	101,172
	MON	6,159	6,407	6,663	6,929	7,211	7,496	7,796	8,106	8,431
	40 HRS	35.53	36.96	38.44	39.98	41.60	43.25	44.98	46.77	48.64
	42 HRS	33.84	35.20	36.61	38.07	39.62	41.19	42.84	44.54	46.32
	53 HRS	26.82	27.90	29.01	30.17	31.40	32.64	33.94	35.29	36.71
	56 HRS	25.38	26.40	27.46	28.55	29.72	30.89	32.13	33.40	34.74
SR 23	ANN	76,884	79,956	83,148	86,532	89,952	93,552	97,272	101,172	105,204
	MON	6,407	6,663	6,929	7,211	7,496	7,796	8,106	8,431	8,767
	40 HRS	36.96	38.44	39.98	41.60	43.25	44.98	46.77	48.64	50.58
	42 HRS	35.20	36.61	38.07	39.62	41.19	42.84	44.54	46.32	48.17
	53 HRS	27.90	29.01	30.17	31.40	32.64	33.94	35.29	36.71	38.17
	56 HRS	26.40	27.46	28.55	29.72	30.89	32.13	33.40	34.74	36.13

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SR 24	ANN	79,956	83,148	86,532	89,952	93,552	97,272	101,172	105,204	109,428
	MON	6,663	6,929	7,211	7,496	7,796	8,106	8,431	8,767	9,119
	40 HRS	38.44	39.98	41.60	43.25	44.98	46.77	48.64	50.58	52.61
	42 HRS	36.61	38.07	39.62	41.19	42.84	44.54	46.32	48.17	50.10
	53 HRS	29.01	30.17	31.40	32.64	33.94	35.29	36.71	38.17	39.71
	56 HRS	27.46	28.55	29.72	30.89	32.13	33.40	34.74	36.13	37.58
SR 25	ANN	83,148	86,532	89,952	93,552	97,272	101,172	105,204	109,428	113,832
	MON	6,929	7,211	7,496	7,796	8,106	8,431	8,767	9,119	9,486
	40 HRS	39.98	41.60	43.25	44.98	46.77	48.64	50.58	52.61	54.73
	42 HRS	38.07	39.62	41.19	42.84	44.54	46.32	48.17	50.10	52.12
	53 HRS	30.17	31.40	32.64	33.94	35.29	36.71	38.17	39.71	41.30
	56 HRS	28.55	29.72	30.89	32.13	33.40	34.74	36.13	37.58	39.09
SR 26	ANN	86,532	89,952	93,552	97,272	101,172	105,204	109,428	113,832	118,356
	MON	7,211	7,496	7,796	8,106	8,431	8,767	9,119	9,486	9,863
	40 HRS	41.60	43.25	44.98	46.77	48.64	50.58	52.61	54.73	56.90
	42 HRS	39.62	41.19	42.84	44.54	46.32	48.17	50.10	52.12	54.19
	53 HRS	31.40	32.64	33.94	35.29	36.71	38.17	39.71	41.30	42.94
	56 HRS	29.72	30.89	32.13	33.40	34.74	36.13	37.58	39.09	40.64
SR 27	ANN	89,952	93,552	97,272	101,172	105,204	109,428	113,832	118,356	123,072
	MON	7,496	7,796	8,106	8,431	8,767	9,119	9,486	9,863	10,256
	40 HRS	43.25	44.98	46.77	48.64	50.58	52.61	54.73	56.90	59.17
	42 HRS	41.19	42.84	44.54	46.32	48.17	50.10	52.12	54.19	56.35
	53 HRS	32.64	33.94	35.29	36.71	38.17	39.71	41.30	42.94	44.66
	56 HRS	30.89	32.13	33.40	34.74	36.13	37.58	39.09	40.64	42.26
SR 28	ANN	93,552	97,272	101,172	105,204	109,428	113,832	118,356	123,072	128,016
	MON	7,796	8,106	8,431	8,767	9,119	9,486	9,863	10,256	10,668
	40 HRS	44.98	46.77	48.64	50.58	52.61	54.73	56.90	59.17	61.55
	42 HRS	42.84	44.54	46.32	48.17	50.10	52.12	54.19	56.35	58.62
	53 HRS	33.94	35.29	36.71	38.17	39.71	41.30	42.94	44.66	46.45
	56 HRS	32.13	33.40	34.74	36.13	37.58	39.09	40.64	42.26	43.96
SR 29	ANN	97,272	101,172	105,204	109,428	113,832	118,356	123,072	128,016	133,140
	MON	8,106	8,431	8,767	9,119	9,486	9,863	10,256	10,668	11,095
	40 HRS	46.77	48.64	50.58	52.61	54.73	56.90	59.17	61.55	64.01
	42 HRS	44.54	46.32	48.17	50.10	52.12	54.19	56.35	58.62	60.96
	53 HRS	35.29	36.71	38.17	39.71	41.30	42.94	44.66	46.45	48.31
	56 HRS	33.40	34.74	36.13	37.58	39.09	40.64	42.26	43.96	45.72
SR 30	ANN	101,172	105,204	109,428	113,832	118,356	123,072	128,016	133,140	138,444
	MON	8,431	8,767	9,119	9,486	9,863	10,256	10,668	11,095	11,537
	40 HRS	48.64	50.58	52.61	54.73	56.90	59.17	61.55	64.01	66.56
	42 HRS	46.32	48.17	50.10	52.12	54.19	56.35	58.62	60.96	63.39
	53 HRS	36.71	38.17	39.71	41.30	42.94	44.66	46.45	48.31	50.23
	56 HRS	34.74	36.13	37.58	39.09	40.64	42.26	43.96	45.72	47.54
SR 31	ANN	105,204	109,428	113,832	118,356	123,072	128,016	133,140	138,444	143,964
	MON	8,767	9,119	9,486	9,863	10,256	10,668	11,095	11,537	11,997
	40 HRS	50.58	52.61	54.73	56.90	59.17	61.55	64.01	66.56	69.21
	42 HRS	48.17	50.10	52.12	54.19	56.35	58.62	60.96	63.39	65.92
	53 HRS	38.17	39.71	41.30	42.94	44.66	46.45	48.31	50.23	52.24
	56 HRS	36.13	37.58	39.09	40.64	42.26	43.96	45.72	47.54	49.44