

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 01/01/2021

Bargaining Unit: 04 White Collar, Supervisor

|      |      | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M |
|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| SR05 | ANN  | 32,400 | 33,744 | 35,052 | 36,432 | 37,920 | 39,396 | 41,028 | 42,672 | 44,364 | 46,116 | 47,964 |
|      | MON  | 2,700  | 2,812  | 2,921  | 3,036  | 3,160  | 3,283  | 3,419  | 3,556  | 3,697  | 3,843  | 3,997  |
|      | 8HR  | 124.64 | 129.76 | 134.80 | 140.16 | 145.84 | 151.52 | 157.84 | 164.16 | 170.64 | 177.36 | 184.48 |
|      | HRLY | 15.58  | 16.22  | 16.85  | 17.52  | 18.23  | 18.94  | 19.73  | 20.52  | 21.33  | 22.17  | 23.06  |
| SR06 | ANN  | 33,060 | 34,428 | 35,760 | 37,176 | 38,688 | 40,200 | 41,868 | 43,536 | 45,264 | 47,028 | 48,936 |
|      | MON  | 2,755  | 2,869  | 2,980  | 3,098  | 3,224  | 3,350  | 3,489  | 3,628  | 3,772  | 3,919  | 4,078  |
|      | 8HR  | 127.12 | 132.40 | 137.52 | 142.96 | 148.80 | 154.64 | 161.04 | 167.44 | 174.08 | 180.88 | 188.24 |
|      | HRLY | 15.89  | 16.55  | 17.19  | 17.87  | 18.60  | 19.33  | 20.13  | 20.93  | 21.76  | 22.61  | 23.53  |
| SR07 | ANN  | 33,720 | 35,136 | 36,492 | 37,932 | 39,480 | 41,016 | 42,708 | 44,400 | 46,188 | 47,988 | 49,920 |
|      | MON  | 2,810  | 2,928  | 3,041  | 3,161  | 3,290  | 3,418  | 3,559  | 3,700  | 3,849  | 3,999  | 4,160  |
|      | 8HR  | 129.68 | 135.12 | 140.32 | 145.92 | 151.84 | 157.76 | 164.24 | 170.80 | 177.68 | 184.56 | 192.00 |
|      | HRLY | 16.21  | 16.89  | 17.54  | 18.24  | 18.98  | 19.72  | 20.53  | 21.35  | 22.21  | 23.07  | 24.00  |
| SR08 | ANN  | 34,404 | 35,844 | 37,236 | 38,688 | 40,272 | 41,844 | 43,572 | 45,300 | 47,124 | 48,960 | 50,928 |
|      | MON  | 2,867  | 2,987  | 3,103  | 3,224  | 3,356  | 3,487  | 3,631  | 3,775  | 3,927  | 4,080  | 4,244  |
|      | 8HR  | 132.32 | 137.84 | 143.20 | 148.80 | 154.88 | 160.96 | 167.60 | 174.24 | 181.28 | 188.32 | 195.84 |
|      | HRLY | 16.54  | 17.23  | 17.90  | 18.60  | 19.36  | 20.12  | 20.95  | 21.78  | 22.66  | 23.54  | 24.48  |
| SR09 | ANN  | 35,100 | 36,564 | 37,980 | 39,480 | 41,076 | 42,684 | 44,460 | 46,224 | 48,060 | 49,944 | 51,960 |
|      | MON  | 2,925  | 3,047  | 3,165  | 3,290  | 3,423  | 3,557  | 3,705  | 3,852  | 4,005  | 4,162  | 4,330  |
|      | 8HR  | 135.04 | 140.64 | 146.08 | 151.84 | 158.00 | 164.16 | 171.04 | 177.76 | 184.88 | 192.08 | 199.84 |
|      | HRLY | 16.88  | 17.58  | 18.26  | 18.98  | 19.75  | 20.52  | 21.38  | 22.22  | 23.11  | 24.01  | 24.98  |
| SR10 | ANN  | 36,564 | 37,980 | 39,480 | 41,076 | 42,684 | 44,460 | 46,224 | 48,060 | 49,944 | 51,960 | 54,060 |
|      | MON  | 3,047  | 3,165  | 3,290  | 3,423  | 3,557  | 3,705  | 3,852  | 4,005  | 4,162  | 4,330  | 4,505  |
|      | 8HR  | 140.64 | 146.08 | 151.84 | 158.00 | 164.16 | 171.04 | 177.76 | 184.88 | 192.08 | 199.84 | 207.92 |
|      | HRLY | 17.58  | 18.26  | 18.98  | 19.75  | 20.52  | 21.38  | 22.22  | 23.11  | 24.01  | 24.98  | 25.99  |
| SR11 | ANN  | 37,980 | 39,480 | 41,076 | 42,684 | 44,460 | 46,224 | 48,060 | 49,944 | 51,960 | 54,060 | 56,208 |
|      | MON  | 3,165  | 3,290  | 3,423  | 3,557  | 3,705  | 3,852  | 4,005  | 4,162  | 4,330  | 4,505  | 4,684  |
|      | 8HR  | 146.08 | 151.84 | 158.00 | 164.16 | 171.04 | 177.76 | 184.88 | 192.08 | 199.84 | 207.92 | 216.16 |
|      | HRLY | 18.26  | 18.98  | 19.75  | 20.52  | 21.38  | 22.22  | 23.11  | 24.01  | 24.98  | 25.99  | 27.02  |

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|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| SR12 | ANN  | 39,480 | 41,076 | 42,684 | 44,460 | 46,224 | 48,060 | 49,944 | 51,960 | 54,060 | 56,208 | 58,500 |
|      | MON  | 3,290  | 3,423  | 3,557  | 3,705  | 3,852  | 4,005  | 4,162  | 4,330  | 4,505  | 4,684  | 4,875  |
|      | 8HR  | 151.84 | 158.00 | 164.16 | 171.04 | 177.76 | 184.88 | 192.08 | 199.84 | 207.92 | 216.16 | 225.04 |
|      | HRLY | 18.98  | 19.75  | 20.52  | 21.38  | 22.22  | 23.11  | 24.01  | 24.98  | 25.99  | 27.02  | 28.13  |
| SR13 | ANN  | 41,076 | 42,684 | 44,460 | 46,224 | 48,060 | 49,944 | 51,960 | 54,060 | 56,208 | 58,500 | 60,768 |
|      | MON  | 3,423  | 3,557  | 3,705  | 3,852  | 4,005  | 4,162  | 4,330  | 4,505  | 4,684  | 4,875  | 5,064  |
|      | 8HR  | 158.00 | 164.16 | 171.04 | 177.76 | 184.88 | 192.08 | 199.84 | 207.92 | 216.16 | 225.04 | 233.76 |
|      | HRLY | 19.75  | 20.52  | 21.38  | 22.22  | 23.11  | 24.01  | 24.98  | 25.99  | 27.02  | 28.13  | 29.22  |
| SR14 | ANN  | 42,684 | 44,460 | 46,224 | 48,060 | 49,944 | 51,960 | 54,060 | 56,208 | 58,500 | 60,768 | 63,216 |
|      | MON  | 3,557  | 3,705  | 3,852  | 4,005  | 4,162  | 4,330  | 4,505  | 4,684  | 4,875  | 5,064  | 5,268  |
|      | 8HR  | 164.16 | 171.04 | 177.76 | 184.88 | 192.08 | 199.84 | 207.92 | 216.16 | 225.04 | 233.76 | 243.12 |
|      | HRLY | 20.52  | 21.38  | 22.22  | 23.11  | 24.01  | 24.98  | 25.99  | 27.02  | 28.13  | 29.22  | 30.39  |
| SR15 | ANN  | 44,460 | 46,224 | 48,060 | 49,944 | 51,960 | 54,060 | 56,208 | 58,500 | 60,768 | 63,216 | 65,760 |
|      | MON  | 3,705  | 3,852  | 4,005  | 4,162  | 4,330  | 4,505  | 4,684  | 4,875  | 5,064  | 5,268  | 5,480  |
|      | 8HR  | 171.04 | 177.76 | 184.88 | 192.08 | 199.84 | 207.92 | 216.16 | 225.04 | 233.76 | 243.12 | 252.96 |
|      | HRLY | 21.38  | 22.22  | 23.11  | 24.01  | 24.98  | 25.99  | 27.02  | 28.13  | 29.22  | 30.39  | 31.62  |
| SR16 | ANN  | 46,224 | 48,060 | 49,944 | 51,960 | 54,060 | 56,208 | 58,500 | 60,768 | 63,216 | 65,760 | 68,364 |
|      | MON  | 3,852  | 4,005  | 4,162  | 4,330  | 4,505  | 4,684  | 4,875  | 5,064  | 5,268  | 5,480  | 5,697  |
|      | 8HR  | 177.76 | 184.88 | 192.08 | 199.84 | 207.92 | 216.16 | 225.04 | 233.76 | 243.12 | 252.96 | 262.96 |
|      | HRLY | 22.22  | 23.11  | 24.01  | 24.98  | 25.99  | 27.02  | 28.13  | 29.22  | 30.39  | 31.62  | 32.87  |
| SR17 | ANN  | 48,060 | 49,944 | 51,960 | 54,060 | 56,208 | 58,500 | 60,768 | 63,216 | 65,760 | 68,364 | 71,148 |
|      | MON  | 4,005  | 4,162  | 4,330  | 4,505  | 4,684  | 4,875  | 5,064  | 5,268  | 5,480  | 5,697  | 5,929  |
|      | 8HR  | 184.88 | 192.08 | 199.84 | 207.92 | 216.16 | 225.04 | 233.76 | 243.12 | 252.96 | 262.96 | 273.68 |
|      | HRLY | 23.11  | 24.01  | 24.98  | 25.99  | 27.02  | 28.13  | 29.22  | 30.39  | 31.62  | 32.87  | 34.21  |
| SR18 | ANN  | 49,944 | 51,960 | 54,060 | 56,208 | 58,500 | 60,768 | 63,216 | 65,760 | 68,364 | 71,148 | 73,932 |
|      | MON  | 4,162  | 4,330  | 4,505  | 4,684  | 4,875  | 5,064  | 5,268  | 5,480  | 5,697  | 5,929  | 6,161  |
|      | 8HR  | 192.08 | 199.84 | 207.92 | 216.16 | 225.04 | 233.76 | 243.12 | 252.96 | 262.96 | 273.68 | 284.32 |
|      | HRLY | 24.01  | 24.98  | 25.99  | 27.02  | 28.13  | 29.22  | 30.39  | 31.62  | 32.87  | 34.21  | 35.54  |

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|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| SR19 | ANN  | 51,960 | 54,060 | 56,208 | 58,500 | 60,768 | 63,216 | 65,760 | 68,364 | 71,148 | 73,932 | 76,944 |
|      | MON  | 4,330  | 4,505  | 4,684  | 4,875  | 5,064  | 5,268  | 5,480  | 5,697  | 5,929  | 6,161  | 6,412  |
|      | 8HR  | 199.84 | 207.92 | 216.16 | 225.04 | 233.76 | 243.12 | 252.96 | 262.96 | 273.68 | 284.32 | 295.92 |
|      | HRLY | 24.98  | 25.99  | 27.02  | 28.13  | 29.22  | 30.39  | 31.62  | 32.87  | 34.21  | 35.54  | 36.99  |
| SR20 | ANN  | 54,060 | 56,208 | 58,500 | 60,768 | 63,216 | 65,760 | 68,364 | 71,148 | 73,932 | 76,944 | 80,088 |
|      | MON  | 4,505  | 4,684  | 4,875  | 5,064  | 5,268  | 5,480  | 5,697  | 5,929  | 6,161  | 6,412  | 6,674  |
|      | 8HR  | 207.92 | 216.16 | 225.04 | 233.76 | 243.12 | 252.96 | 262.96 | 273.68 | 284.32 | 295.92 | 308.00 |
|      | HRLY | 25.99  | 27.02  | 28.13  | 29.22  | 30.39  | 31.62  | 32.87  | 34.21  | 35.54  | 36.99  | 38.50  |
| SR21 | ANN  | 56,208 | 58,500 | 60,768 | 63,216 | 65,760 | 68,364 | 71,148 | 73,932 | 76,944 | 80,088 | 83,232 |
|      | MON  | 4,684  | 4,875  | 5,064  | 5,268  | 5,480  | 5,697  | 5,929  | 6,161  | 6,412  | 6,674  | 6,936  |
|      | 8HR  | 216.16 | 225.04 | 233.76 | 243.12 | 252.96 | 262.96 | 273.68 | 284.32 | 295.92 | 308.00 | 320.16 |
|      | HRLY | 27.02  | 28.13  | 29.22  | 30.39  | 31.62  | 32.87  | 34.21  | 35.54  | 36.99  | 38.50  | 40.02  |
| SR22 | ANN  | 58,500 | 60,768 | 63,216 | 65,760 | 68,364 | 71,148 | 73,932 | 76,944 | 80,088 | 83,232 | 86,568 |
|      | MON  | 4,875  | 5,064  | 5,268  | 5,480  | 5,697  | 5,929  | 6,161  | 6,412  | 6,674  | 6,936  | 7,214  |
|      | 8HR  | 225.04 | 233.76 | 243.12 | 252.96 | 262.96 | 273.68 | 284.32 | 295.92 | 308.00 | 320.16 | 332.96 |
|      | HRLY | 28.13  | 29.22  | 30.39  | 31.62  | 32.87  | 34.21  | 35.54  | 36.99  | 38.50  | 40.02  | 41.62  |
| SR23 | ANN  | 60,768 | 63,216 | 65,760 | 68,364 | 71,148 | 73,932 | 76,944 | 80,088 | 83,232 | 86,568 | 90,048 |
|      | MON  | 5,064  | 5,268  | 5,480  | 5,697  | 5,929  | 6,161  | 6,412  | 6,674  | 6,936  | 7,214  | 7,504  |
|      | 8HR  | 233.76 | 243.12 | 252.96 | 262.96 | 273.68 | 284.32 | 295.92 | 308.00 | 320.16 | 332.96 | 346.32 |
|      | HRLY | 29.22  | 30.39  | 31.62  | 32.87  | 34.21  | 35.54  | 36.99  | 38.50  | 40.02  | 41.62  | 43.29  |
| SR24 | ANN  | 63,216 | 65,760 | 68,364 | 71,148 | 73,932 | 76,944 | 80,088 | 83,232 | 86,568 | 90,048 | 93,660 |
|      | MON  | 5,268  | 5,480  | 5,697  | 5,929  | 6,161  | 6,412  | 6,674  | 6,936  | 7,214  | 7,504  | 7,805  |
|      | 8HR  | 243.12 | 252.96 | 262.96 | 273.68 | 284.32 | 295.92 | 308.00 | 320.16 | 332.96 | 346.32 | 360.24 |
|      | HRLY | 30.39  | 31.62  | 32.87  | 34.21  | 35.54  | 36.99  | 38.50  | 40.02  | 41.62  | 43.29  | 45.03  |
| SR25 | ANN  | 65,760 | 68,364 | 71,148 | 73,932 | 76,944 | 80,088 | 83,232 | 86,568 | 90,048 | 93,660 | 97,380 |
|      | MON  | 5,480  | 5,697  | 5,929  | 6,161  | 6,412  | 6,674  | 6,936  | 7,214  | 7,504  | 7,805  | 8,115  |
|      | 8HR  | 252.96 | 262.96 | 273.68 | 284.32 | 295.92 | 308.00 | 320.16 | 332.96 | 346.32 | 360.24 | 374.56 |
|      | HRLY | 31.62  | 32.87  | 34.21  | 35.54  | 36.99  | 38.50  | 40.02  | 41.62  | 43.29  | 45.03  | 46.82  |

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|------|------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|
| SR26 | ANN  | 68,364 | 71,148 | 73,932 | 76,944 | 80,088  | 83,232  | 86,568  | 90,048  | 93,660  | 97,380  | 101,244 |
|      | MON  | 5,697  | 5,929  | 6,161  | 6,412  | 6,674   | 6,936   | 7,214   | 7,504   | 7,805   | 8,115   | 8,437   |
|      | 8HR  | 262.96 | 273.68 | 284.32 | 295.92 | 308.00  | 320.16  | 332.96  | 346.32  | 360.24  | 374.56  | 389.44  |
|      | HRLY | 32.87  | 34.21  | 35.54  | 36.99  | 38.50   | 40.02   | 41.62   | 43.29   | 45.03   | 46.82   | 48.68   |
| SR27 | ANN  | 71,148 | 73,932 | 76,944 | 80,088 | 83,232  | 86,568  | 90,048  | 93,660  | 97,380  | 101,244 | 105,288 |
|      | MON  | 5,929  | 6,161  | 6,412  | 6,674  | 6,936   | 7,214   | 7,504   | 7,805   | 8,115   | 8,437   | 8,774   |
|      | 8HR  | 273.68 | 284.32 | 295.92 | 308.00 | 320.16  | 332.96  | 346.32  | 360.24  | 374.56  | 389.44  | 404.96  |
|      | HRLY | 34.21  | 35.54  | 36.99  | 38.50  | 40.02   | 41.62   | 43.29   | 45.03   | 46.82   | 48.68   | 50.62   |
| SR28 | ANN  | 73,932 | 76,944 | 80,088 | 83,232 | 86,568  | 90,048  | 93,660  | 97,380  | 101,244 | 105,288 | 109,584 |
|      | MON  | 6,161  | 6,412  | 6,674  | 6,936  | 7,214   | 7,504   | 7,805   | 8,115   | 8,437   | 8,774   | 9,132   |
|      | 8HR  | 284.32 | 295.92 | 308.00 | 320.16 | 332.96  | 346.32  | 360.24  | 374.56  | 389.44  | 404.96  | 421.44  |
|      | HRLY | 35.54  | 36.99  | 38.50  | 40.02  | 41.62   | 43.29   | 45.03   | 46.82   | 48.68   | 50.62   | 52.68   |
| SR29 | ANN  | 76,944 | 80,088 | 83,232 | 86,568 | 90,048  | 93,660  | 97,380  | 101,244 | 105,288 | 109,584 | 113,952 |
|      | MON  | 6,412  | 6,674  | 6,936  | 7,214  | 7,504   | 7,805   | 8,115   | 8,437   | 8,774   | 9,132   | 9,496   |
|      | 8HR  | 295.92 | 308.00 | 320.16 | 332.96 | 346.32  | 360.24  | 374.56  | 389.44  | 404.96  | 421.44  | 438.24  |
|      | HRLY | 36.99  | 38.50  | 40.02  | 41.62  | 43.29   | 45.03   | 46.82   | 48.68   | 50.62   | 52.68   | 54.78   |
| SR30 | ANN  | 80,088 | 83,232 | 86,568 | 90,048 | 93,660  | 97,380  | 101,244 | 105,288 | 109,584 | 113,952 | 118,416 |
|      | MON  | 6,674  | 6,936  | 7,214  | 7,504  | 7,805   | 8,115   | 8,437   | 8,774   | 9,132   | 9,496   | 9,868   |
|      | 8HR  | 308.00 | 320.16 | 332.96 | 346.32 | 360.24  | 374.56  | 389.44  | 404.96  | 421.44  | 438.24  | 455.44  |
|      | HRLY | 38.50  | 40.02  | 41.62  | 43.29  | 45.03   | 46.82   | 48.68   | 50.62   | 52.68   | 54.78   | 56.93   |
| SR31 | ANN  | 83,232 | 86,568 | 90,048 | 93,660 | 97,380  | 101,244 | 105,288 | 109,584 | 113,952 | 118,416 | 123,180 |
|      | MON  | 6,936  | 7,214  | 7,504  | 7,805  | 8,115   | 8,437   | 8,774   | 9,132   | 9,496   | 9,868   | 10,265  |
|      | 8HR  | 320.16 | 332.96 | 346.32 | 360.24 | 374.56  | 389.44  | 404.96  | 421.44  | 438.24  | 455.44  | 473.76  |
|      | HRLY | 40.02  | 41.62  | 43.29  | 45.03  | 46.82   | 48.68   | 50.62   | 52.68   | 54.78   | 56.93   | 59.22   |
| SC01 | ANN  | 86,568 | 90,048 | 93,660 | 97,380 | 101,244 | 105,288 | 109,584 | 113,952 | 118,416 | 123,180 | 128,124 |
|      | MON  | 7,214  | 7,504  | 7,805  | 8,115  | 8,437   | 8,774   | 9,132   | 9,496   | 9,868   | 10,265  | 10,677  |
|      | 8HR  | 332.96 | 346.32 | 360.24 | 374.56 | 389.44  | 404.96  | 421.44  | 438.24  | 455.44  | 473.76  | 492.80  |
|      | HRLY | 41.62  | 43.29  | 45.03  | 46.82  | 48.68   | 50.62   | 52.68   | 54.78   | 56.93   | 59.22   | 61.60   |

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|------|------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| SC02 | ANN  | 90,048 | 93,660 | 97,380  | 101,244 | 105,288 | 109,584 | 113,952 | 118,416 | 123,180 | 128,124 | 133,284 |
|      | MON  | 7,504  | 7,805  | 8,115   | 8,437   | 8,774   | 9,132   | 9,496   | 9,868   | 10,265  | 10,677  | 11,107  |
|      | 8HR  | 346.32 | 360.24 | 374.56  | 389.44  | 404.96  | 421.44  | 438.24  | 455.44  | 473.76  | 492.80  | 512.64  |
|      | HRLY | 43.29  | 45.03  | 46.82   | 48.68   | 50.62   | 52.68   | 54.78   | 56.93   | 59.22   | 61.60   | 64.08   |
| SC03 | ANN  | 93,660 | 97,380 | 101,244 | 105,288 | 109,584 | 113,952 | 118,416 | 123,180 | 128,124 | 133,284 | 138,612 |
|      | MON  | 7,805  | 8,115  | 8,437   | 8,774   | 9,132   | 9,496   | 9,868   | 10,265  | 10,677  | 11,107  | 11,551  |
|      | 8HR  | 360.24 | 374.56 | 389.44  | 404.96  | 421.44  | 438.24  | 455.44  | 473.76  | 492.80  | 512.64  | 533.12  |
|      | HRLY | 45.03  | 46.82  | 48.68   | 50.62   | 52.68   | 54.78   | 56.93   | 59.22   | 61.60   | 64.08   | 66.64   |