

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2019

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
SR11	ANN	38,208	39,804	41,340	43,068	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848
	MON	3,184	3,317	3,445	3,589	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904
	8HR	146.96	153.12	159.04	165.68	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32
	HRLY	18.37	19.14	19.88	20.71	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29
SR12	ANN	39,804	41,340	43,068	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224
	MON	3,317	3,445	3,589	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102
	8HR	153.12	159.04	165.68	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44
	HRLY	19.14	19.88	20.71	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43
SR13	ANN	41,340	43,068	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660
	MON	3,445	3,589	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305
	8HR	159.04	165.68	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88
	HRLY	19.88	20.71	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61
SR14	ANN	43,068	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216
	MON	3,589	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518
	8HR	165.68	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64
	HRLY	20.71	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83
SR15	ANN	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892
	MON	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741
	8HR	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96
	HRLY	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12
SR16	ANN	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616
	MON	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968
	8HR	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44
	HRLY	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43
SR17	ANN	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508
	MON	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209
	8HR	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56
	HRLY	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82
SR18	ANN	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544
	MON	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462
	8HR	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24
	HRLY	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28

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SR19	ANN	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604
	MON	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717
	8HR	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00
	HRLY	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75
SR20	ANN	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832
	MON	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986
	8HR	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40
	HRLY	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30
SR21	ANN	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192
	MON	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266
	8HR	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36
	HRLY	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92
SR22	ANN	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696
	MON	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558
	8HR	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80
	HRLY	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60
SR23	ANN	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284
	MON	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857
	8HR	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64
	HRLY	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33
SR24	ANN	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052
	MON	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171
	8HR	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12
	HRLY	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14
SR25	ANN	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976
	MON	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498
	8HR	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24
	HRLY	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03
SR26	ANN	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976	106,116
	MON	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498	8,843
	8HR	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24	408.16
	HRLY	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03	51.02

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SR27	ANN	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976	106,116	110,376
	MON	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498	8,843	9,198
	8HR	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24	408.16	424.56
	HRLY	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03	51.02	53.07
SR28	ANN	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976	106,116	110,376	114,660
	MON	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498	8,843	9,198	9,555
	8HR	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24	408.16	424.56	441.04
	HRLY	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03	51.02	53.07	55.13
SR29	ANN	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976	106,116	110,376	114,660	119,292
	MON	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498	8,843	9,198	9,555	9,941
	8HR	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24	408.16	424.56	441.04	458.80
	HRLY	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03	51.02	53.07	55.13	57.35