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June 10, 2025

TO: Departmental Human Resources Officers

FROM: Brenna H. Hashimoto, Director *Brenna H. Hashimoto*

SUBJECT: Salary Matrix Schedules for Information Technology Broadbanding

Attached are the Information Technology Broadbanding salary matrix schedules which reflect the new in-band maximums effective July 1, 2025; July 1, 2026; July 1, 2027; and July 1, 2028.

Please share this memo with your personnel staff responsible for recruitment, employee transaction records, and other relevant areas. The schedules are also posted on the Compensation Intranet at [Salary Schedules and Salary Matrix Schedules](#).

If you have any questions, please email the Compensation Branch at dhrd.compensation@hawaii.gov.

Attachments

- c: DHRD Compensation Branch
- DHRD Employee Staffing Division
- DHRD Labor Relations Division
- DHRD Personnel Transactions Branch
- HGEA

IT Broadbanding Pilot Project
Effective July 1, 2025

In-Band Maximum Chart

Band A: Entry/Independent Worker Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 18	6,535	7,057
SR 20	7,069	7,634

Band B: Journeyworker Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 22	7,644	8,255
SR 24	8,601	9,289

Band C: Supervisor Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 24	8,601	9,289
SR 26	9,302	10,046
SR 28	10,464	11,301

Salary Matrix Schedule

Band A	
Points	Up to
1-3	D Step
4-5	E Step
6-7	F Step
8-9	G Step
10-11	H Step
*	I - M Steps

Band B & C	
Points	Up to
1-4	D Step
5-7	E Step
8-10	F Step
11-13	G Step
14-16	H Step
17-20	I Step
*	J - M Steps

* May use exception beyond the salary matrix form.

IT Broadbanding Pilot Project
Effective July 1, 2026

In-Band Maximum Chart

Band A: Entry/Independent Worker Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 18	6,728	7,266
SR 20	7,278	7,860

Band B: Journeyworker Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 22	7,870	8,499
SR 24	8,855	9,563

Band C: Supervisor Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 24	8,855	9,563
SR 26	9,576	10,342
SR 28	10,773	11,634

Salary Matrix Schedule

Band A	
Points	Up to
1-3	D Step
4-5	E Step
6-7	F Step
8-9	G Step
10-11	H Step
*	I - M Steps

Band B & C	
Points	Up to
1-4	D Step
5-7	E Step
8-10	F Step
11-13	G Step
14-16	H Step
17-20	I Step
*	J - M Steps

* May use exception beyond the salary matrix form.

IT Broadbanding Pilot Project
Effective July 1, 2027

In-Band Maximum Chart

Band A: Entry/Independent Worker Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 18	6,914	7,467
SR 20	7,480	8,078

Band B: Journeyworker Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 22	8,088	8,735
SR 24	9,100	9,828

Band C: Supervisor Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 24	9,100	9,828
SR 26	9,841	10,628
SR 28	11,071	11,956

Salary Matrix Schedule

Band A	
Points	Up to
1-3	D Step
4-5	E Step
6-7	F Step
8-9	G Step
10-11	H Step
*	I - M Steps

Band B & C	
Points	Up to
1-4	D Step
5-7	E Step
8-10	F Step
11-13	G Step
14-16	H Step
17-20	I Step
*	J - M Steps

* May use exception beyond the salary matrix form.

IT Broadbanding Pilot Project
Effective July 1, 2028

In-Band Maximum Chart

Band A: Entry/Independent Worker Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 18	7,133	7,703
SR 20	7,717	8,334

Band B: Journeyworker Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 22	8,344	9,011
SR 24	9,388	10,139

Band C: Supervisor Band

	<i>SR Max</i>	<i>Inband</i>
	<i>Step M</i>	<i>Max</i>
SR 24	9,388	10,139
SR 26	10,153	10,965
SR 28	11,422	12,335

Salary Matrix Schedule

Band A	
Points	Up to
1-3	D Step
4-5	E Step
6-7	F Step
8-9	G Step
10-11	H Step
*	I - M Steps

Band B & C	
Points	Up to
1-4	D Step
5-7	E Step
8-10	F Step
11-13	G Step
14-16	H Step
17-20	I Step
*	J - M Steps

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