

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2025
Bargaining Unit 11 Firefighters

		Step E	Step F	Step G	Step H	Step L1	Step L2	Step L3	Step L4	Step L5	Step L6
SR 15	ANN	65,784									
	MON	5,482									
	40 Hrs	31.63									
	42 Hrs	30.12									
	53 Hrs	23.87									
	56 Hrs	22.59									
SR 16	ANN	68,376	71,136	73,968	76,908	79,992	83,184	86,496	89,976	93,576	97,320
	MON	5,698	5,928	6,164	6,409	6,666	6,932	7,208	7,498	7,798	8,110
	40 Hrs	32.87	34.20	35.56	36.98	38.46	39.99	41.58	43.26	44.99	46.79
	42 Hrs	31.31	32.57	33.87	35.21	36.63	38.09	39.60	41.20	42.85	44.56
	53 Hrs	24.81	25.81	26.84	27.91	29.02	30.18	31.38	32.65	33.95	35.31
	56 Hrs	23.48	24.43	25.40	26.41	27.47	28.57	29.70	30.90	32.13	33.42
SR 17	ANN	71,136	73,968	76,908	79,992	83,184	86,496	89,976	93,576	97,320	101,280
	MON	5,928	6,164	6,409	6,666	6,932	7,208	7,498	7,798	8,110	8,440
	40 Hrs	34.20	35.56	36.98	38.46	39.99	41.58	43.26	44.99	46.79	48.69
	42 Hrs	32.57	33.87	35.21	36.63	38.09	39.60	41.20	42.85	44.56	46.37
	53 Hrs	25.81	26.84	27.91	29.02	30.18	31.38	32.65	33.95	35.31	36.75
	56 Hrs	24.43	25.40	26.41	27.47	28.57	29.70	30.90	32.13	33.42	34.78
SR 18	ANN	73,968	76,908	79,992	83,184	86,496	89,976	93,576	97,320	101,280	105,288
	MON	6,164	6,409	6,666	6,932	7,208	7,498	7,798	8,110	8,440	8,774
	40 Hrs	35.56	36.98	38.46	39.99	41.58	43.26	44.99	46.79	48.69	50.62
	42 Hrs	33.87	35.21	36.63	38.09	39.60	41.20	42.85	44.56	46.37	48.21
	53 Hrs	26.84	27.91	29.02	30.18	31.38	32.65	33.95	35.31	36.75	38.20
	56 Hrs	25.40	26.41	27.47	28.57	29.70	30.90	32.13	33.42	34.78	36.16
SR 19	ANN	76,908	79,992	83,184	86,496	89,976	93,576	97,320	101,280	105,288	109,512
	MON	6,409	6,666	6,932	7,208	7,498	7,798	8,110	8,440	8,774	9,126
	40 Hrs	36.98	38.46	39.99	41.58	43.26	44.99	46.79	48.69	50.62	52.65
	42 Hrs	35.21	36.63	38.09	39.60	41.20	42.85	44.56	46.37	48.21	50.14
	53 Hrs	27.91	29.02	30.18	31.38	32.65	33.95	35.31	36.75	38.20	39.74
	56 Hrs	26.41	27.47	28.57	29.70	30.90	32.13	33.42	34.78	36.16	37.61
SR 20	ANN	79,992	83,184	86,496	89,976	93,576	97,320	101,280	105,288	109,512	113,844
	MON	6,666	6,932	7,208	7,498	7,798	8,110	8,440	8,774	9,126	9,487
	40 Hrs	38.46	39.99	41.58	43.26	44.99	46.79	48.69	50.62	52.65	54.73
	42 Hrs	36.63	38.09	39.60	41.20	42.85	44.56	46.37	48.21	50.14	52.13
	53 Hrs	29.02	30.18	31.38	32.65	33.95	35.31	36.75	38.20	39.74	41.31
	56 Hrs	27.47	28.57	29.70	30.90	32.13	33.42	34.78	36.16	37.61	39.09
SR 21	ANN	83,184	86,496	89,976	93,576	97,320	101,280	105,288	109,512	113,844	118,404
	MON	6,932	7,208	7,498	7,798	8,110	8,440	8,774	9,126	9,487	9,867
	40 Hrs	39.99	41.58	43.26	44.99	46.79	48.69	50.62	52.65	54.73	56.93
	42 Hrs	38.09	39.60	41.20	42.85	44.56	46.37	48.21	50.14	52.13	54.21
	53 Hrs	30.18	31.38	32.65	33.95	35.31	36.75	38.20	39.74	41.31	42.96
	56 Hrs	28.57	29.70	30.90	32.13	33.42	34.78	36.16	37.61	39.09	40.66
SR 22	ANN	86,496	89,976	93,576	97,320	101,280	105,288	109,512	113,844	118,404	123,120
	MON	7,208	7,498	7,798	8,110	8,440	8,774	9,126	9,487	9,867	10,260
	40 Hrs	41.58	43.26	44.99	46.79	48.69	50.62	52.65	54.73	56.93	59.19
	42 Hrs	39.60	41.20	42.85	44.56	46.37	48.21	50.14	52.13	54.21	56.37
	53 Hrs	31.38	32.65	33.95	35.31	36.75	38.20	39.74	41.31	42.96	44.67
	56 Hrs	29.70	30.90	32.13	33.42	34.78	36.16	37.61	39.09	40.66	42.28
SR 23	ANN	89,976	93,576	97,320	101,280	105,288	109,512	113,844	118,404	123,120	128,076
	MON	7,498	7,798	8,110	8,440	8,774	9,126	9,487	9,867	10,260	10,673
	40 Hrs	43.26	44.99	46.79	48.69	50.62	52.65	54.73	56.93	59.19	61.58
	42 Hrs	41.20	42.85	44.56	46.37	48.21	50.14	52.13	54.21	56.37	58.64
	53 Hrs	32.65	33.95	35.31	36.75	38.20	39.74	41.31	42.96	44.67	46.47
	56 Hrs	30.90	32.13	33.42	34.78	36.16	37.61	39.09	40.66	42.28	43.98

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		Step E	Step F	Step G	Step H	Step L1	Step L2	Step L3	Step L4	Step L5	Step L6
SR 24	ANN	93,576	97,320	101,280	105,288	109,512	113,844	118,404	123,120	128,076	133,236
	MON	7,798	8,110	8,440	8,774	9,126	9,487	9,867	10,260	10,673	11,103
	40 Hrs	44.99	46.79	48.69	50.62	52.65	54.73	56.93	59.19	61.58	64.06
	42 Hrs	42.85	44.56	46.37	48.21	50.14	52.13	54.21	56.37	58.64	61.01
	53 Hrs	33.95	35.31	36.75	38.20	39.74	41.31	42.96	44.67	46.47	48.34
	56 Hrs	32.13	33.42	34.78	36.16	37.61	39.09	40.66	42.28	43.98	45.75
SR 25	ANN	97,320	101,280	105,288	109,512	113,844	118,404	123,120	128,076	133,236	138,516
	MON	8,110	8,440	8,774	9,126	9,487	9,867	10,260	10,673	11,103	11,543
	40 Hrs	46.79	48.69	50.62	52.65	54.73	56.93	59.19	61.58	64.06	66.59
	42 Hrs	44.56	46.37	48.21	50.14	52.13	54.21	56.37	58.64	61.01	63.42
	53 Hrs	35.31	36.75	38.20	39.74	41.31	42.96	44.67	46.47	48.34	50.26
	56 Hrs	33.42	34.78	36.16	37.61	39.09	40.66	42.28	43.98	45.75	47.57
SR 26	ANN	101,280	105,288	109,512	113,844	118,404	123,120	128,076	133,236	138,516	144,048
	MON	8,440	8,774	9,126	9,487	9,867	10,260	10,673	11,103	11,543	12,004
	40 Hrs	48.69	50.62	52.65	54.73	56.93	59.19	61.58	64.06	66.59	69.25
	42 Hrs	46.37	48.21	50.14	52.13	54.21	56.37	58.64	61.01	63.42	65.96
	53 Hrs	36.75	38.20	39.74	41.31	42.96	44.67	46.47	48.34	50.26	52.27
	56 Hrs	34.78	36.16	37.61	39.09	40.66	42.28	43.98	45.75	47.57	49.47
SR 27	ANN	105,288	109,512	113,844	118,404	123,120	128,076	133,236	138,516	144,048	149,820
	MON	8,774	9,126	9,487	9,867	10,260	10,673	11,103	11,543	12,004	12,485
	40 Hrs	50.62	52.65	54.73	56.93	59.19	61.58	64.06	66.59	69.25	72.03
	42 Hrs	48.21	50.14	52.13	54.21	56.37	58.64	61.01	63.42	65.96	68.60
	53 Hrs	38.20	39.74	41.31	42.96	44.67	46.47	48.34	50.26	52.27	54.36
	56 Hrs	36.16	37.61	39.09	40.66	42.28	43.98	45.75	47.57	49.47	51.45
SR 28	ANN	109,512	113,844	118,404	123,120	128,076	133,236	138,516	144,048	149,820	155,832
	MON	9,126	9,487	9,867	10,260	10,673	11,103	11,543	12,004	12,485	12,986
	40 Hrs	52.65	54.73	56.93	59.19	61.58	64.06	66.59	69.25	72.03	74.92
	42 Hrs	50.14	52.13	54.21	56.37	58.64	61.01	63.42	65.96	68.60	71.35
	53 Hrs	39.74	41.31	42.96	44.67	46.47	48.34	50.26	52.27	54.36	56.54
	56 Hrs	37.61	39.09	40.66	42.28	43.98	45.75	47.57	49.47	51.45	53.51
SR 29	ANN	113,844	118,404	123,120	128,076	133,236	138,516	144,048	149,820	155,832	162,036
	MON	9,487	9,867	10,260	10,673	11,103	11,543	12,004	12,485	12,986	13,503
	40 Hrs	54.73	56.93	59.19	61.58	64.06	66.59	69.25	72.03	74.92	77.90
	42 Hrs	52.13	54.21	56.37	58.64	61.01	63.42	65.96	68.60	71.35	74.19
	53 Hrs	41.31	42.96	44.67	46.47	48.34	50.26	52.27	54.36	56.54	58.79
	56 Hrs	39.09	40.66	42.28	43.98	45.75	47.57	49.47	51.45	53.51	55.64
SR 30	ANN	118,404	123,120	128,076	133,236	138,516	144,048	149,820	155,832	162,036	168,492
	MON	9,867	10,260	10,673	11,103	11,543	12,004	12,485	12,986	13,503	14,041
	40 Hrs	56.93	59.19	61.58	64.06	66.59	69.25	72.03	74.92	77.90	81.01
	42 Hrs	54.21	56.37	58.64	61.01	63.42	65.96	68.60	71.35	74.19	77.15
	53 Hrs	42.96	44.67	46.47	48.34	50.26	52.27	54.36	56.54	58.79	61.14
	56 Hrs	40.66	42.28	43.98	45.75	47.57	49.47	51.45	53.51	55.64	57.86
SR 31	ANN	123,120	128,076	133,236	138,516	144,048	149,820	155,832	162,036	168,492	175,224
	MON	10,260	10,673	11,103	11,543	12,004	12,485	12,986	13,503	14,041	14,602
	40 Hrs	59.19	61.58	64.06	66.59	69.25	72.03	74.92	77.90	81.01	84.24
	42 Hrs	56.37	58.64	61.01	63.42	65.96	68.60	71.35	74.19	77.15	80.23
	53 Hrs	44.67	46.47	48.34	50.26	52.27	54.36	56.54	58.79	61.14	63.58
	56 Hrs	42.28	43.98	45.75	47.57	49.47	51.45	53.51	55.64	57.86	60.17