

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2026  
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    | 67,752 |        |         |         |         |         |         |         |         |         |
|       | MON    | 5,646  |        |         |         |         |         |         |         |         |         |
|       | 40 Hrs | 32.57  |        |         |         |         |         |         |         |         |         |
|       | 42 Hrs | 31.02  |        |         |         |         |         |         |         |         |         |
|       | 53 Hrs | 24.58  |        |         |         |         |         |         |         |         |         |
|       | 56 Hrs | 23.27  |        |         |         |         |         |         |         |         |         |
| SR 16 | ANN    | 70,428 | 73,272 | 76,188  | 79,212  | 82,392  | 85,680  | 89,088  | 92,676  | 96,384  | 100,236 |
|       | MON    | 5,869  | 6,106  | 6,349   | 6,601   | 6,866   | 7,140   | 7,424   | 7,723   | 8,032   | 8,353   |
|       | 40 Hrs | 33.86  | 35.23  | 36.63   | 38.08   | 39.61   | 41.19   | 42.83   | 44.56   | 46.34   | 48.19   |
|       | 42 Hrs | 32.25  | 33.55  | 34.88   | 36.27   | 37.73   | 39.23   | 40.79   | 42.43   | 44.13   | 45.90   |
|       | 53 Hrs | 25.55  | 26.59  | 27.64   | 28.74   | 29.90   | 31.09   | 32.33   | 33.63   | 34.97   | 36.37   |
|       | 56 Hrs | 24.19  | 25.16  | 26.16   | 27.20   | 28.29   | 29.42   | 30.59   | 31.83   | 33.10   | 34.42   |
| SR 17 | ANN    | 73,272 | 76,188 | 79,212  | 82,392  | 85,680  | 89,088  | 92,676  | 96,384  | 100,236 | 104,316 |
|       | MON    | 6,106  | 6,349  | 6,601   | 6,866   | 7,140   | 7,424   | 7,723   | 8,032   | 8,353   | 8,693   |
|       | 40 Hrs | 35.23  | 36.63  | 38.08   | 39.61   | 41.19   | 42.83   | 44.56   | 46.34   | 48.19   | 50.15   |
|       | 42 Hrs | 33.55  | 34.88  | 36.27   | 37.73   | 39.23   | 40.79   | 42.43   | 44.13   | 45.90   | 47.76   |
|       | 53 Hrs | 26.59  | 27.64  | 28.74   | 29.90   | 31.09   | 32.33   | 33.63   | 34.97   | 36.37   | 37.85   |
|       | 56 Hrs | 25.16  | 26.16  | 27.20   | 28.29   | 29.42   | 30.59   | 31.83   | 33.10   | 34.42   | 35.82   |
| SR 18 | ANN    | 76,188 | 79,212 | 82,392  | 85,680  | 89,088  | 92,676  | 96,384  | 100,236 | 104,316 | 108,444 |
|       | MON    | 6,349  | 6,601  | 6,866   | 7,140   | 7,424   | 7,723   | 8,032   | 8,353   | 8,693   | 9,037   |
|       | 40 Hrs | 36.63  | 38.08  | 39.61   | 41.19   | 42.83   | 44.56   | 46.34   | 48.19   | 50.15   | 52.14   |
|       | 42 Hrs | 34.88  | 36.27  | 37.73   | 39.23   | 40.79   | 42.43   | 44.13   | 45.90   | 47.76   | 49.65   |
|       | 53 Hrs | 27.64  | 28.74  | 29.90   | 31.09   | 32.33   | 33.63   | 34.97   | 36.37   | 37.85   | 39.35   |
|       | 56 Hrs | 26.16  | 27.20  | 28.29   | 29.42   | 30.59   | 31.83   | 33.10   | 34.42   | 35.82   | 37.24   |
| SR 19 | ANN    | 79,212 | 82,392 | 85,680  | 89,088  | 92,676  | 96,384  | 100,236 | 104,316 | 108,444 | 112,800 |
|       | MON    | 6,601  | 6,866  | 7,140   | 7,424   | 7,723   | 8,032   | 8,353   | 8,693   | 9,037   | 9,400   |
|       | 40 Hrs | 38.08  | 39.61  | 41.19   | 42.83   | 44.56   | 46.34   | 48.19   | 50.15   | 52.14   | 54.23   |
|       | 42 Hrs | 36.27  | 37.73  | 39.23   | 40.79   | 42.43   | 44.13   | 45.90   | 47.76   | 49.65   | 51.65   |
|       | 53 Hrs | 28.74  | 29.90  | 31.09   | 32.33   | 33.63   | 34.97   | 36.37   | 37.85   | 39.35   | 40.93   |
|       | 56 Hrs | 27.20  | 28.29  | 29.42   | 30.59   | 31.83   | 33.10   | 34.42   | 35.82   | 37.24   | 38.74   |
| SR 20 | ANN    | 82,392 | 85,680 | 89,088  | 92,676  | 96,384  | 100,236 | 104,316 | 108,444 | 112,800 | 117,264 |
|       | MON    | 6,866  | 7,140  | 7,424   | 7,723   | 8,032   | 8,353   | 8,693   | 9,037   | 9,400   | 9,772   |
|       | 40 Hrs | 39.61  | 41.19  | 42.83   | 44.56   | 46.34   | 48.19   | 50.15   | 52.14   | 54.23   | 56.38   |
|       | 42 Hrs | 37.73  | 39.23  | 40.79   | 42.43   | 44.13   | 45.90   | 47.76   | 49.65   | 51.65   | 53.69   |
|       | 53 Hrs | 29.90  | 31.09  | 32.33   | 33.63   | 34.97   | 36.37   | 37.85   | 39.35   | 40.93   | 42.55   |
|       | 56 Hrs | 28.29  | 29.42  | 30.59   | 31.83   | 33.10   | 34.42   | 35.82   | 37.24   | 38.74   | 40.27   |
| SR 21 | ANN    | 85,680 | 89,088 | 92,676  | 96,384  | 100,236 | 104,316 | 108,444 | 112,800 | 117,264 | 121,956 |
|       | MON    | 7,140  | 7,424  | 7,723   | 8,032   | 8,353   | 8,693   | 9,037   | 9,400   | 9,772   | 10,163  |
|       | 40 Hrs | 41.19  | 42.83  | 44.56   | 46.34   | 48.19   | 50.15   | 52.14   | 54.23   | 56.38   | 58.63   |
|       | 42 Hrs | 39.23  | 40.79  | 42.43   | 44.13   | 45.90   | 47.76   | 49.65   | 51.65   | 53.69   | 55.84   |
|       | 53 Hrs | 31.09  | 32.33  | 33.63   | 34.97   | 36.37   | 37.85   | 39.35   | 40.93   | 42.55   | 44.25   |
|       | 56 Hrs | 29.42  | 30.59  | 31.83   | 33.10   | 34.42   | 35.82   | 37.24   | 38.74   | 40.27   | 41.88   |
| SR 22 | ANN    | 89,088 | 92,676 | 96,384  | 100,236 | 104,316 | 108,444 | 112,800 | 117,264 | 121,956 | 126,816 |
|       | MON    | 7,424  | 7,723  | 8,032   | 8,353   | 8,693   | 9,037   | 9,400   | 9,772   | 10,163  | 10,568  |
|       | 40 Hrs | 42.83  | 44.56  | 46.34   | 48.19   | 50.15   | 52.14   | 54.23   | 56.38   | 58.63   | 60.97   |
|       | 42 Hrs | 40.79  | 42.43  | 44.13   | 45.90   | 47.76   | 49.65   | 51.65   | 53.69   | 55.84   | 58.07   |
|       | 53 Hrs | 32.33  | 33.63  | 34.97   | 36.37   | 37.85   | 39.35   | 40.93   | 42.55   | 44.25   | 46.01   |
|       | 56 Hrs | 30.59  | 31.83  | 33.10   | 34.42   | 35.82   | 37.24   | 38.74   | 40.27   | 41.88   | 43.55   |
| SR 23 | ANN    | 92,676 | 96,384 | 100,236 | 104,316 | 108,444 | 112,800 | 117,264 | 121,956 | 126,816 | 131,916 |
|       | MON    | 7,723  | 8,032  | 8,353   | 8,693   | 9,037   | 9,400   | 9,772   | 10,163  | 10,568  | 10,993  |
|       | 40 Hrs | 44.56  | 46.34  | 48.19   | 50.15   | 52.14   | 54.23   | 56.38   | 58.63   | 60.97   | 63.42   |
|       | 42 Hrs | 42.43  | 44.13  | 45.90   | 47.76   | 49.65   | 51.65   | 53.69   | 55.84   | 58.07   | 60.40   |
|       | 53 Hrs | 33.63  | 34.97  | 36.37   | 37.85   | 39.35   | 40.93   | 42.55   | 44.25   | 46.01   | 47.87   |
|       | 56 Hrs | 31.83  | 33.10  | 34.42   | 35.82   | 37.24   | 38.74   | 40.27   | 41.88   | 43.55   | 45.30   |

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|-------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| SR 24 | ANN    | 96,384  | 100,236 | 104,316 | 108,444 | 112,800 | 117,264 | 121,956 | 126,816 | 131,916 | 137,232 |
|       | MON    | 8,032   | 8,353   | 8,693   | 9,037   | 9,400   | 9,772   | 10,163  | 10,568  | 10,993  | 11,436  |
|       | 40 Hrs | 46.34   | 48.19   | 50.15   | 52.14   | 54.23   | 56.38   | 58.63   | 60.97   | 63.42   | 65.98   |
|       | 42 Hrs | 44.13   | 45.90   | 47.76   | 49.65   | 51.65   | 53.69   | 55.84   | 58.07   | 60.40   | 62.84   |
|       | 53 Hrs | 34.97   | 36.37   | 37.85   | 39.35   | 40.93   | 42.55   | 44.25   | 46.01   | 47.87   | 49.79   |
|       | 56 Hrs | 33.10   | 34.42   | 35.82   | 37.24   | 38.74   | 40.27   | 41.88   | 43.55   | 45.30   | 47.13   |
| SR 25 | ANN    | 100,236 | 104,316 | 108,444 | 112,800 | 117,264 | 121,956 | 126,816 | 131,916 | 137,232 | 142,668 |
|       | MON    | 8,353   | 8,693   | 9,037   | 9,400   | 9,772   | 10,163  | 10,568  | 10,993  | 11,436  | 11,889  |
|       | 40 Hrs | 48.19   | 50.15   | 52.14   | 54.23   | 56.38   | 58.63   | 60.97   | 63.42   | 65.98   | 68.59   |
|       | 42 Hrs | 45.90   | 47.76   | 49.65   | 51.65   | 53.69   | 55.84   | 58.07   | 60.40   | 62.84   | 65.32   |
|       | 53 Hrs | 36.37   | 37.85   | 39.35   | 40.93   | 42.55   | 44.25   | 46.01   | 47.87   | 49.79   | 51.77   |
|       | 56 Hrs | 34.42   | 35.82   | 37.24   | 38.74   | 40.27   | 41.88   | 43.55   | 45.30   | 47.13   | 48.99   |
| SR 26 | ANN    | 104,316 | 108,444 | 112,800 | 117,264 | 121,956 | 126,816 | 131,916 | 137,232 | 142,668 | 148,368 |
|       | MON    | 8,693   | 9,037   | 9,400   | 9,772   | 10,163  | 10,568  | 10,993  | 11,436  | 11,889  | 12,364  |
|       | 40 Hrs | 50.15   | 52.14   | 54.23   | 56.38   | 58.63   | 60.97   | 63.42   | 65.98   | 68.59   | 71.33   |
|       | 42 Hrs | 47.76   | 49.65   | 51.65   | 53.69   | 55.84   | 58.07   | 60.40   | 62.84   | 65.32   | 67.93   |
|       | 53 Hrs | 37.85   | 39.35   | 40.93   | 42.55   | 44.25   | 46.01   | 47.87   | 49.79   | 51.77   | 53.83   |
|       | 56 Hrs | 35.82   | 37.24   | 38.74   | 40.27   | 41.88   | 43.55   | 45.30   | 47.13   | 48.99   | 50.95   |
| SR 27 | ANN    | 108,444 | 112,800 | 117,264 | 121,956 | 126,816 | 131,916 | 137,232 | 142,668 | 148,368 | 154,320 |
|       | MON    | 9,037   | 9,400   | 9,772   | 10,163  | 10,568  | 10,993  | 11,436  | 11,889  | 12,364  | 12,860  |
|       | 40 Hrs | 52.14   | 54.23   | 56.38   | 58.63   | 60.97   | 63.42   | 65.98   | 68.59   | 71.33   | 74.19   |
|       | 42 Hrs | 49.65   | 51.65   | 53.69   | 55.84   | 58.07   | 60.40   | 62.84   | 65.32   | 67.93   | 70.66   |
|       | 53 Hrs | 39.35   | 40.93   | 42.55   | 44.25   | 46.01   | 47.87   | 49.79   | 51.77   | 53.83   | 55.99   |
|       | 56 Hrs | 37.24   | 38.74   | 40.27   | 41.88   | 43.55   | 45.30   | 47.13   | 48.99   | 50.95   | 52.99   |
| SR 28 | ANN    | 112,800 | 117,264 | 121,956 | 126,816 | 131,916 | 137,232 | 142,668 | 148,368 | 154,320 | 160,512 |
|       | MON    | 9,400   | 9,772   | 10,163  | 10,568  | 10,993  | 11,436  | 11,889  | 12,364  | 12,860  | 13,376  |
|       | 40 Hrs | 54.23   | 56.38   | 58.63   | 60.97   | 63.42   | 65.98   | 68.59   | 71.33   | 74.19   | 77.17   |
|       | 42 Hrs | 51.65   | 53.69   | 55.84   | 58.07   | 60.40   | 62.84   | 65.32   | 67.93   | 70.66   | 73.49   |
|       | 53 Hrs | 40.93   | 42.55   | 44.25   | 46.01   | 47.87   | 49.79   | 51.77   | 53.83   | 55.99   | 58.24   |
|       | 56 Hrs | 38.74   | 40.27   | 41.88   | 43.55   | 45.30   | 47.13   | 48.99   | 50.95   | 52.99   | 55.12   |
| SR 29 | ANN    | 117,264 | 121,956 | 126,816 | 131,916 | 137,232 | 142,668 | 148,368 | 154,320 | 160,512 | 166,896 |
|       | MON    | 9,772   | 10,163  | 10,568  | 10,993  | 11,436  | 11,889  | 12,364  | 12,860  | 13,376  | 13,908  |
|       | 40 Hrs | 56.38   | 58.63   | 60.97   | 63.42   | 65.98   | 68.59   | 71.33   | 74.19   | 77.17   | 80.24   |
|       | 42 Hrs | 53.69   | 55.84   | 58.07   | 60.40   | 62.84   | 65.32   | 67.93   | 70.66   | 73.49   | 76.42   |
|       | 53 Hrs | 42.55   | 44.25   | 46.01   | 47.87   | 49.79   | 51.77   | 53.83   | 55.99   | 58.24   | 60.56   |
|       | 56 Hrs | 40.27   | 41.88   | 43.55   | 45.30   | 47.13   | 48.99   | 50.95   | 52.99   | 55.12   | 57.31   |
| SR 30 | ANN    | 121,956 | 126,816 | 131,916 | 137,232 | 142,668 | 148,368 | 154,320 | 160,512 | 166,896 | 173,544 |
|       | MON    | 10,163  | 10,568  | 10,993  | 11,436  | 11,889  | 12,364  | 12,860  | 13,376  | 13,908  | 14,462  |
|       | 40 Hrs | 58.63   | 60.97   | 63.42   | 65.98   | 68.59   | 71.33   | 74.19   | 77.17   | 80.24   | 83.43   |
|       | 42 Hrs | 55.84   | 58.07   | 60.40   | 62.84   | 65.32   | 67.93   | 70.66   | 73.49   | 76.42   | 79.46   |
|       | 53 Hrs | 44.25   | 46.01   | 47.87   | 49.79   | 51.77   | 53.83   | 55.99   | 58.24   | 60.56   | 62.97   |
|       | 56 Hrs | 41.88   | 43.55   | 45.30   | 47.13   | 48.99   | 50.95   | 52.99   | 55.12   | 57.31   | 59.60   |
| SR 31 | ANN    | 126,816 | 131,916 | 137,232 | 142,668 | 148,368 | 154,320 | 160,512 | 166,896 | 173,544 | 180,480 |
|       | MON    | 10,568  | 10,993  | 11,436  | 11,889  | 12,364  | 12,860  | 13,376  | 13,908  | 14,462  | 15,040  |
|       | 40 Hrs | 60.97   | 63.42   | 65.98   | 68.59   | 71.33   | 74.19   | 77.17   | 80.24   | 83.43   | 86.77   |
|       | 42 Hrs | 58.07   | 60.40   | 62.84   | 65.32   | 67.93   | 70.66   | 73.49   | 76.42   | 79.46   | 82.64   |
|       | 53 Hrs | 46.01   | 47.87   | 49.79   | 51.77   | 53.83   | 55.99   | 58.24   | 60.56   | 62.97   | 65.49   |
|       | 56 Hrs | 43.55   | 45.30   | 47.13   | 48.99   | 50.95   | 52.99   | 55.12   | 57.31   | 59.60   | 61.98   |