

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2027
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	69,444									
	MON	5,787									
	40 Hrs	33.39									
	42 Hrs	31.8									
	53 Hrs	25.2									
	56 Hrs	23.85									
SR 16	ANN	72,192	75,108	78,096	81,192	84,456	87,828	91,320	94,992	98,796	102,744
	MON	6,016	6,259	6,508	6,766	7,038	7,319	7,610	7,916	8,233	8,562
	40 Hrs	34.71	36.11	37.55	39.03	40.60	42.23	43.90	45.67	47.50	49.40
	42 Hrs	33.05	34.39	35.76	37.18	38.67	40.21	41.81	43.49	45.24	47.04
	53 Hrs	26.19	27.25	28.34	29.46	30.64	31.87	33.13	34.47	35.85	37.28
	56 Hrs	24.79	25.79	26.82	27.88	29.00	30.16	31.36	32.62	33.93	35.28
SR 17	ANN	75,108	78,096	81,192	84,456	87,828	91,320	94,992	98,796	102,744	106,920
	MON	6,259	6,508	6,766	7,038	7,319	7,610	7,916	8,233	8,562	8,910
	40 Hrs	36.11	37.55	39.03	40.60	42.23	43.90	45.67	47.50	49.40	51.40
	42 Hrs	34.39	35.76	37.18	38.67	40.21	41.81	43.49	45.24	47.04	48.96
	53 Hrs	27.25	28.34	29.46	30.64	31.87	33.13	34.47	35.85	37.28	38.80
	56 Hrs	25.79	26.82	27.88	29.00	30.16	31.36	32.62	33.93	35.28	36.72
SR 18	ANN	78,096	81,192	84,456	87,828	91,320	94,992	98,796	102,744	106,920	111,156
	MON	6,508	6,766	7,038	7,319	7,610	7,916	8,233	8,562	8,910	9,263
	40 Hrs	37.55	39.03	40.60	42.23	43.90	45.67	47.50	49.40	51.40	53.44
	42 Hrs	35.76	37.18	38.67	40.21	41.81	43.49	45.24	47.04	48.96	50.90
	53 Hrs	28.34	29.46	30.64	31.87	33.13	34.47	35.85	37.28	38.80	40.33
	56 Hrs	26.82	27.88	29.00	30.16	31.36	32.62	33.93	35.28	36.72	38.17
SR 19	ANN	81,192	84,456	87,828	91,320	94,992	98,796	102,744	106,920	111,156	115,620
	MON	6,766	7,038	7,319	7,610	7,916	8,233	8,562	8,910	9,263	9,635
	40 Hrs	39.03	40.60	42.23	43.90	45.67	47.50	49.40	51.40	53.44	55.59
	42 Hrs	37.18	38.67	40.21	41.81	43.49	45.24	47.04	48.96	50.90	52.94
	53 Hrs	29.46	30.64	31.87	33.13	34.47	35.85	37.28	38.80	40.33	41.95
	56 Hrs	27.88	29.00	30.16	31.36	32.62	33.93	35.28	36.72	38.17	39.70
SR 20	ANN	84,456	87,828	91,320	94,992	98,796	102,744	106,920	111,156	115,620	120,192
	MON	7,038	7,319	7,610	7,916	8,233	8,562	8,910	9,263	9,635	10,016
	40 Hrs	40.60	42.23	43.90	45.67	47.50	49.40	51.40	53.44	55.59	57.78
	42 Hrs	38.67	40.21	41.81	43.49	45.24	47.04	48.96	50.90	52.94	55.03
	53 Hrs	30.64	31.87	33.13	34.47	35.85	37.28	38.80	40.33	41.95	43.61
	56 Hrs	29.00	30.16	31.36	32.62	33.93	35.28	36.72	38.17	39.70	41.27
SR 21	ANN	87,828	91,320	94,992	98,796	102,744	106,920	111,156	115,620	120,192	125,004
	MON	7,319	7,610	7,916	8,233	8,562	8,910	9,263	9,635	10,016	10,417
	40 Hrs	42.23	43.90	45.67	47.50	49.40	51.40	53.44	55.59	57.78	60.10
	42 Hrs	40.21	41.81	43.49	45.24	47.04	48.96	50.90	52.94	55.03	57.24
	53 Hrs	31.87	33.13	34.47	35.85	37.28	38.80	40.33	41.95	43.61	45.36
	56 Hrs	30.16	31.36	32.62	33.93	35.28	36.72	38.17	39.70	41.27	42.93
SR 22	ANN	91,320	94,992	98,796	102,744	106,920	111,156	115,620	120,192	125,004	129,984
	MON	7,610	7,916	8,233	8,562	8,910	9,263	9,635	10,016	10,417	10,832
	40 Hrs	43.90	45.67	47.50	49.40	51.40	53.44	55.59	57.78	60.10	62.49
	42 Hrs	41.81	43.49	45.24	47.04	48.96	50.90	52.94	55.03	57.24	59.52
	53 Hrs	33.13	34.47	35.85	37.28	38.80	40.33	41.95	43.61	45.36	47.16
	56 Hrs	31.36	32.62	33.93	35.28	36.72	38.17	39.70	41.27	42.93	44.64
SR 23	ANN	94,992	98,796	102,744	106,920	111,156	115,620	120,192	125,004	129,984	135,216
	MON	7,916	8,233	8,562	8,910	9,263	9,635	10,016	10,417	10,832	11,268
	40 Hrs	45.67	47.50	49.40	51.40	53.44	55.59	57.78	60.10	62.49	65.01
	42 Hrs	43.49	45.24	47.04	48.96	50.90	52.94	55.03	57.24	59.52	61.91
	53 Hrs	34.47	35.85	37.28	38.80	40.33	41.95	43.61	45.36	47.16	49.06
	56 Hrs	32.62	33.93	35.28	36.72	38.17	39.70	41.27	42.93	44.64	46.43

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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	98,796	102,744	106,920	111,156	115,620	120,192	125,004	129,984	135,216	140,664
	MON	8,233	8,562	8,910	9,263	9,635	10,016	10,417	10,832	11,268	11,722
	40 Hrs	47.50	49.40	51.40	53.44	55.59	57.78	60.10	62.49	65.01	67.63
	42 Hrs	45.24	47.04	48.96	50.90	52.94	55.03	57.24	59.52	61.91	64.41
	53 Hrs	35.85	37.28	38.80	40.33	41.95	43.61	45.36	47.16	49.06	51.04
	56 Hrs	33.93	35.28	36.72	38.17	39.70	41.27	42.93	44.64	46.43	48.30
SR 25	ANN	102,744	106,920	111,156	115,620	120,192	125,004	129,984	135,216	140,664	146,232
	MON	8,562	8,910	9,263	9,635	10,016	10,417	10,832	11,268	11,722	12,186
	40 Hrs	49.40	51.40	53.44	55.59	57.78	60.10	62.49	65.01	67.63	70.30
	42 Hrs	47.04	48.96	50.90	52.94	55.03	57.24	59.52	61.91	64.41	66.96
	53 Hrs	37.28	38.80	40.33	41.95	43.61	45.36	47.16	49.06	51.04	53.06
	56 Hrs	35.28	36.72	38.17	39.70	41.27	42.93	44.64	46.43	48.30	50.22
SR 26	ANN	106,920	111,156	115,620	120,192	125,004	129,984	135,216	140,664	146,232	152,076
	MON	8,910	9,263	9,635	10,016	10,417	10,832	11,268	11,722	12,186	12,673
	40 Hrs	51.40	53.44	55.59	57.78	60.10	62.49	65.01	67.63	70.30	73.11
	42 Hrs	48.96	50.90	52.94	55.03	57.24	59.52	61.91	64.41	66.96	69.63
	53 Hrs	38.80	40.33	41.95	43.61	45.36	47.16	49.06	51.04	53.06	55.18
	56 Hrs	36.72	38.17	39.70	41.27	42.93	44.64	46.43	48.30	50.22	52.22
SR 27	ANN	111,156	115,620	120,192	125,004	129,984	135,216	140,664	146,232	152,076	158,184
	MON	9,263	9,635	10,016	10,417	10,832	11,268	11,722	12,186	12,673	13,182
	40 Hrs	53.44	55.59	57.78	60.10	62.49	65.01	67.63	70.30	73.11	76.05
	42 Hrs	50.90	52.94	55.03	57.24	59.52	61.91	64.41	66.96	69.63	72.43
	53 Hrs	40.33	41.95	43.61	45.36	47.16	49.06	51.04	53.06	55.18	57.40
	56 Hrs	38.17	39.70	41.27	42.93	44.64	46.43	48.30	50.22	52.22	54.32
SR 28	ANN	115,620	120,192	125,004	129,984	135,216	140,664	146,232	152,076	158,184	164,520
	MON	9,635	10,016	10,417	10,832	11,268	11,722	12,186	12,673	13,182	13,710
	40 Hrs	55.59	57.78	60.10	62.49	65.01	67.63	70.30	73.11	76.05	79.10
	42 Hrs	52.94	55.03	57.24	59.52	61.91	64.41	66.96	69.63	72.43	75.33
	53 Hrs	41.95	43.61	45.36	47.16	49.06	51.04	53.06	55.18	57.40	59.70
	56 Hrs	39.70	41.27	42.93	44.64	46.43	48.30	50.22	52.22	54.32	56.50
SR 29	ANN	120,192	125,004	129,984	135,216	140,664	146,232	152,076	158,184	164,520	171,072
	MON	10,016	10,417	10,832	11,268	11,722	12,186	12,673	13,182	13,710	14,256
	40 Hrs	57.78	60.10	62.49	65.01	67.63	70.30	73.11	76.05	79.10	82.25
	42 Hrs	55.03	57.24	59.52	61.91	64.41	66.96	69.63	72.43	75.33	78.33
	53 Hrs	43.61	45.36	47.16	49.06	51.04	53.06	55.18	57.40	59.70	62.07
	56 Hrs	41.27	42.93	44.64	46.43	48.30	50.22	52.22	54.32	56.50	58.75
SR 30	ANN	125,004	129,984	135,216	140,664	146,232	152,076	158,184	164,520	171,072	177,888
	MON	10,417	10,832	11,268	11,722	12,186	12,673	13,182	13,710	14,256	14,824
	40 Hrs	60.10	62.49	65.01	67.63	70.30	73.11	76.05	79.10	82.25	85.52
	42 Hrs	57.24	59.52	61.91	64.41	66.96	69.63	72.43	75.33	78.33	81.45
	53 Hrs	45.36	47.16	49.06	51.04	53.06	55.18	57.40	59.70	62.07	64.55
	56 Hrs	42.93	44.64	46.43	48.30	50.22	52.22	54.32	56.50	58.75	61.09
SR 31	ANN	129,984	135,216	140,664	146,232	152,076	158,184	164,520	171,072	177,888	184,992
	MON	10,832	11,268	11,722	12,186	12,673	13,182	13,710	14,256	14,824	15,416
	40 Hrs	62.49	65.01	67.63	70.30	73.11	76.05	79.10	82.25	85.52	88.94
	42 Hrs	59.52	61.91	64.41	66.96	69.63	72.43	75.33	78.33	81.45	84.70
	53 Hrs	47.16	49.06	51.04	53.06	55.18	57.40	59.70	62.07	64.55	67.12
	56 Hrs	44.64	46.43	48.30	50.22	52.22	54.32	56.50	58.75	61.09	63.53