

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2028
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 | 71,184 | | | | | | | | | |
| | MON | 5,932 | | | | | | | | | |
| | 40 Hrs | 34.22 | | | | | | | | | |
| | 42 Hrs | 32.59 | | | | | | | | | |
| | 53 Hrs | 25.83 | | | | | | | | | |
| | 56 Hrs | 24.45 | | | | | | | | | |
| SR 16 | ANN | 73,992 | 76,980 | 80,052 | 83,220 | 86,568 | 90,024 | 93,600 | 97,368 | 101,268 | 105,312 |
| | MON | 6,166 | 6,415 | 6,671 | 6,935 | 7,214 | 7,502 | 7,800 | 8,114 | 8,439 | 8,776 |
| | 40 Hrs | 35.57 | 37.01 | 38.49 | 40.01 | 41.62 | 43.28 | 45.00 | 46.81 | 48.69 | 50.63 |
| | 42 Hrs | 33.88 | 35.25 | 36.65 | 38.10 | 39.64 | 41.22 | 42.86 | 44.58 | 46.37 | 48.22 |
| | 53 Hrs | 26.85 | 27.93 | 29.05 | 30.20 | 31.41 | 32.66 | 33.96 | 35.33 | 36.74 | 38.21 |
| | 56 Hrs | 25.41 | 26.44 | 27.49 | 28.58 | 29.73 | 30.91 | 32.14 | 33.44 | 34.78 | 36.16 |
| SR 17 | ANN | 76,980 | 80,052 | 83,220 | 86,568 | 90,024 | 93,600 | 97,368 | 101,268 | 105,312 | 109,596 |
| | MON | 6,415 | 6,671 | 6,935 | 7,214 | 7,502 | 7,800 | 8,114 | 8,439 | 8,776 | 9,133 |
| | 40 Hrs | 37.01 | 38.49 | 40.01 | 41.62 | 43.28 | 45.00 | 46.81 | 48.69 | 50.63 | 52.69 |
| | 42 Hrs | 35.25 | 36.65 | 38.10 | 39.64 | 41.22 | 42.86 | 44.58 | 46.37 | 48.22 | 50.18 |
| | 53 Hrs | 27.93 | 29.05 | 30.20 | 31.41 | 32.66 | 33.96 | 35.33 | 36.74 | 38.21 | 39.77 |
| | 56 Hrs | 26.44 | 27.49 | 28.58 | 29.73 | 30.91 | 32.14 | 33.44 | 34.78 | 36.16 | 37.64 |
| SR 18 | ANN | 80,052 | 83,220 | 86,568 | 90,024 | 93,600 | 97,368 | 101,268 | 105,312 | 109,596 | 113,940 |
| | MON | 6,671 | 6,935 | 7,214 | 7,502 | 7,800 | 8,114 | 8,439 | 8,776 | 9,133 | 9,495 |
| | 40 Hrs | 38.49 | 40.01 | 41.62 | 43.28 | 45.00 | 46.81 | 48.69 | 50.63 | 52.69 | 54.78 |
| | 42 Hrs | 36.65 | 38.10 | 39.64 | 41.22 | 42.86 | 44.58 | 46.37 | 48.22 | 50.18 | 52.17 |
| | 53 Hrs | 29.05 | 30.20 | 31.41 | 32.66 | 33.96 | 35.33 | 36.74 | 38.21 | 39.77 | 41.34 |
| | 56 Hrs | 27.49 | 28.58 | 29.73 | 30.91 | 32.14 | 33.44 | 34.78 | 36.16 | 37.64 | 39.13 |
| SR 19 | ANN | 83,220 | 86,568 | 90,024 | 93,600 | 97,368 | 101,268 | 105,312 | 109,596 | 113,940 | 118,512 |
| | MON | 6,935 | 7,214 | 7,502 | 7,800 | 8,114 | 8,439 | 8,776 | 9,133 | 9,495 | 9,876 |
| | 40 Hrs | 40.01 | 41.62 | 43.28 | 45.00 | 46.81 | 48.69 | 50.63 | 52.69 | 54.78 | 56.98 |
| | 42 Hrs | 38.10 | 39.64 | 41.22 | 42.86 | 44.58 | 46.37 | 48.22 | 50.18 | 52.17 | 54.26 |
| | 53 Hrs | 30.20 | 31.41 | 32.66 | 33.96 | 35.33 | 36.74 | 38.21 | 39.77 | 41.34 | 43.00 |
| | 56 Hrs | 28.58 | 29.73 | 30.91 | 32.14 | 33.44 | 34.78 | 36.16 | 37.64 | 39.13 | 40.70 |
| SR 20 | ANN | 86,568 | 90,024 | 93,600 | 97,368 | 101,268 | 105,312 | 109,596 | 113,940 | 118,512 | 123,192 |
| | MON | 7,214 | 7,502 | 7,800 | 8,114 | 8,439 | 8,776 | 9,133 | 9,495 | 9,876 | 10,266 |
| | 40 Hrs | 41.62 | 43.28 | 45.00 | 46.81 | 48.69 | 50.63 | 52.69 | 54.78 | 56.98 | 59.23 |
| | 42 Hrs | 39.64 | 41.22 | 42.86 | 44.58 | 46.37 | 48.22 | 50.18 | 52.17 | 54.26 | 56.41 |
| | 53 Hrs | 31.41 | 32.66 | 33.96 | 35.33 | 36.74 | 38.21 | 39.77 | 41.34 | 43.00 | 44.70 |
| | 56 Hrs | 29.73 | 30.91 | 32.14 | 33.44 | 34.78 | 36.16 | 37.64 | 39.13 | 40.70 | 42.30 |
| SR 21 | ANN | 90,024 | 93,600 | 97,368 | 101,268 | 105,312 | 109,596 | 113,940 | 118,512 | 123,192 | 128,124 |
| | MON | 7,502 | 7,800 | 8,114 | 8,439 | 8,776 | 9,133 | 9,495 | 9,876 | 10,266 | 10,677 |
| | 40 Hrs | 43.28 | 45.00 | 46.81 | 48.69 | 50.63 | 52.69 | 54.78 | 56.98 | 59.23 | 61.60 |
| | 42 Hrs | 41.22 | 42.86 | 44.58 | 46.37 | 48.22 | 50.18 | 52.17 | 54.26 | 56.41 | 58.66 |
| | 53 Hrs | 32.66 | 33.96 | 35.33 | 36.74 | 38.21 | 39.77 | 41.34 | 43.00 | 44.70 | 46.49 |
| | 56 Hrs | 30.91 | 32.14 | 33.44 | 34.78 | 36.16 | 37.64 | 39.13 | 40.70 | 42.30 | 44.00 |
| SR 22 | ANN | 93,600 | 97,368 | 101,268 | 105,312 | 109,596 | 113,940 | 118,512 | 123,192 | 128,124 | 133,236 |
| | MON | 7,800 | 8,114 | 8,439 | 8,776 | 9,133 | 9,495 | 9,876 | 10,266 | 10,677 | 11,103 |
| | 40 Hrs | 45.00 | 46.81 | 48.69 | 50.63 | 52.69 | 54.78 | 56.98 | 59.23 | 61.60 | 64.06 |
| | 42 Hrs | 42.86 | 44.58 | 46.37 | 48.22 | 50.18 | 52.17 | 54.26 | 56.41 | 58.66 | 61.01 |
| | 53 Hrs | 33.96 | 35.33 | 36.74 | 38.21 | 39.77 | 41.34 | 43.00 | 44.70 | 46.49 | 48.34 |
| | 56 Hrs | 32.14 | 33.44 | 34.78 | 36.16 | 37.64 | 39.13 | 40.70 | 42.30 | 44.00 | 45.75 |
| SR 23 | ANN | 97,368 | 101,268 | 105,312 | 109,596 | 113,940 | 118,512 | 123,192 | 128,124 | 133,236 | 138,600 |
| | MON | 8,114 | 8,439 | 8,776 | 9,133 | 9,495 | 9,876 | 10,266 | 10,677 | 11,103 | 11,550 |
| | 40 Hrs | 46.81 | 48.69 | 50.63 | 52.69 | 54.78 | 56.98 | 59.23 | 61.60 | 64.06 | 66.63 |
| | 42 Hrs | 44.58 | 46.37 | 48.22 | 50.18 | 52.17 | 54.26 | 56.41 | 58.66 | 61.01 | 63.46 |
| | 53 Hrs | 35.33 | 36.74 | 38.21 | 39.77 | 41.34 | 43.00 | 44.70 | 46.49 | 48.34 | 50.29 |
| | 56 Hrs | 33.44 | 34.78 | 36.16 | 37.64 | 39.13 | 40.70 | 42.30 | 44.00 | 45.75 | 47.60 |

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|-------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| SR 24 | ANN | 101,268 | 105,312 | 109,596 | 113,940 | 118,512 | 123,192 | 128,124 | 133,236 | 138,600 | 144,180 |
| | MON | 8,439 | 8,776 | 9,133 | 9,495 | 9,876 | 10,266 | 10,677 | 11,103 | 11,550 | 12,015 |
| | 40 Hrs | 48.69 | 50.63 | 52.69 | 54.78 | 56.98 | 59.23 | 61.60 | 64.06 | 66.63 | 69.32 |
| | 42 Hrs | 46.37 | 48.22 | 50.18 | 52.17 | 54.26 | 56.41 | 58.66 | 61.01 | 63.46 | 66.02 |
| | 53 Hrs | 36.74 | 38.21 | 39.77 | 41.34 | 43.00 | 44.70 | 46.49 | 48.34 | 50.29 | 52.31 |
| | 56 Hrs | 34.78 | 36.16 | 37.64 | 39.13 | 40.70 | 42.30 | 44.00 | 45.75 | 47.60 | 49.51 |
| SR 25 | ANN | 105,312 | 109,596 | 113,940 | 118,512 | 123,192 | 128,124 | 133,236 | 138,600 | 144,180 | 149,892 |
| | MON | 8,776 | 9,133 | 9,495 | 9,876 | 10,266 | 10,677 | 11,103 | 11,550 | 12,015 | 12,491 |
| | 40 Hrs | 50.63 | 52.69 | 54.78 | 56.98 | 59.23 | 61.60 | 64.06 | 66.63 | 69.32 | 72.06 |
| | 42 Hrs | 48.22 | 50.18 | 52.17 | 54.26 | 56.41 | 58.66 | 61.01 | 63.46 | 66.02 | 68.63 |
| | 53 Hrs | 38.21 | 39.77 | 41.34 | 43.00 | 44.70 | 46.49 | 48.34 | 50.29 | 52.31 | 54.39 |
| | 56 Hrs | 36.16 | 37.64 | 39.13 | 40.70 | 42.30 | 44.00 | 45.75 | 47.60 | 49.51 | 51.47 |
| SR 26 | ANN | 109,596 | 113,940 | 118,512 | 123,192 | 128,124 | 133,236 | 138,600 | 144,180 | 149,892 | 155,880 |
| | MON | 9,133 | 9,495 | 9,876 | 10,266 | 10,677 | 11,103 | 11,550 | 12,015 | 12,491 | 12,990 |
| | 40 Hrs | 52.69 | 54.78 | 56.98 | 59.23 | 61.60 | 64.06 | 66.63 | 69.32 | 72.06 | 74.94 |
| | 42 Hrs | 50.18 | 52.17 | 54.26 | 56.41 | 58.66 | 61.01 | 63.46 | 66.02 | 68.63 | 71.37 |
| | 53 Hrs | 39.77 | 41.34 | 43.00 | 44.70 | 46.49 | 48.34 | 50.29 | 52.31 | 54.39 | 56.56 |
| | 56 Hrs | 37.64 | 39.13 | 40.70 | 42.30 | 44.00 | 45.75 | 47.60 | 49.51 | 51.47 | 53.53 |
| SR 27 | ANN | 113,940 | 118,512 | 123,192 | 128,124 | 133,236 | 138,600 | 144,180 | 149,892 | 155,880 | 162,144 |
| | MON | 9,495 | 9,876 | 10,266 | 10,677 | 11,103 | 11,550 | 12,015 | 12,491 | 12,990 | 13,512 |
| | 40 Hrs | 54.78 | 56.98 | 59.23 | 61.60 | 64.06 | 66.63 | 69.32 | 72.06 | 74.94 | 77.95 |
| | 42 Hrs | 52.17 | 54.26 | 56.41 | 58.66 | 61.01 | 63.46 | 66.02 | 68.63 | 71.37 | 74.24 |
| | 53 Hrs | 41.34 | 43.00 | 44.70 | 46.49 | 48.34 | 50.29 | 52.31 | 54.39 | 56.56 | 58.83 |
| | 56 Hrs | 39.13 | 40.70 | 42.30 | 44.00 | 45.75 | 47.60 | 49.51 | 51.47 | 53.53 | 55.68 |
| SR 28 | ANN | 118,512 | 123,192 | 128,124 | 133,236 | 138,600 | 144,180 | 149,892 | 155,880 | 162,144 | 168,636 |
| | MON | 9,876 | 10,266 | 10,677 | 11,103 | 11,550 | 12,015 | 12,491 | 12,990 | 13,512 | 14,053 |
| | 40 Hrs | 56.98 | 59.23 | 61.60 | 64.06 | 66.63 | 69.32 | 72.06 | 74.94 | 77.95 | 81.08 |
| | 42 Hrs | 54.26 | 56.41 | 58.66 | 61.01 | 63.46 | 66.02 | 68.63 | 71.37 | 74.24 | 77.21 |
| | 53 Hrs | 43.00 | 44.70 | 46.49 | 48.34 | 50.29 | 52.31 | 54.39 | 56.56 | 58.83 | 61.19 |
| | 56 Hrs | 40.70 | 42.30 | 44.00 | 45.75 | 47.60 | 49.51 | 51.47 | 53.53 | 55.68 | 57.91 |
| SR 29 | ANN | 123,192 | 128,124 | 133,236 | 138,600 | 144,180 | 149,892 | 155,880 | 162,144 | 168,636 | 175,344 |
| | MON | 10,266 | 10,677 | 11,103 | 11,550 | 12,015 | 12,491 | 12,990 | 13,512 | 14,053 | 14,612 |
| | 40 Hrs | 59.23 | 61.60 | 64.06 | 66.63 | 69.32 | 72.06 | 74.94 | 77.95 | 81.08 | 84.30 |
| | 42 Hrs | 56.41 | 58.66 | 61.01 | 63.46 | 66.02 | 68.63 | 71.37 | 74.24 | 77.21 | 80.29 |
| | 53 Hrs | 44.70 | 46.49 | 48.34 | 50.29 | 52.31 | 54.39 | 56.56 | 58.83 | 61.19 | 63.62 |
| | 56 Hrs | 42.30 | 44.00 | 45.75 | 47.60 | 49.51 | 51.47 | 53.53 | 55.68 | 57.91 | 60.21 |
| SR 30 | ANN | 128,124 | 133,236 | 138,600 | 144,180 | 149,892 | 155,880 | 162,144 | 168,636 | 175,344 | 182,340 |
| | MON | 10,677 | 11,103 | 11,550 | 12,015 | 12,491 | 12,990 | 13,512 | 14,053 | 14,612 | 15,195 |
| | 40 Hrs | 61.60 | 64.06 | 66.63 | 69.32 | 72.06 | 74.94 | 77.95 | 81.08 | 84.30 | 87.66 |
| | 42 Hrs | 58.66 | 61.01 | 63.46 | 66.02 | 68.63 | 71.37 | 74.24 | 77.21 | 80.29 | 83.49 |
| | 53 Hrs | 46.49 | 48.34 | 50.29 | 52.31 | 54.39 | 56.56 | 58.83 | 61.19 | 63.62 | 66.16 |
| | 56 Hrs | 44.00 | 45.75 | 47.60 | 49.51 | 51.47 | 53.53 | 55.68 | 57.91 | 60.21 | 62.62 |
| SR 31 | ANN | 133,236 | 138,600 | 144,180 | 149,892 | 155,880 | 162,144 | 168,636 | 175,344 | 182,340 | 189,612 |
| | MON | 11,103 | 11,550 | 12,015 | 12,491 | 12,990 | 13,512 | 14,053 | 14,612 | 15,195 | 15,801 |
| | 40 Hrs | 64.06 | 66.63 | 69.32 | 72.06 | 74.94 | 77.95 | 81.08 | 84.30 | 87.66 | 91.16 |
| | 42 Hrs | 61.01 | 63.46 | 66.02 | 68.63 | 71.37 | 74.24 | 77.21 | 80.29 | 83.49 | 86.82 |
| | 53 Hrs | 48.34 | 50.29 | 52.31 | 54.39 | 56.56 | 58.83 | 61.19 | 63.62 | 66.16 | 68.80 |
| | 56 Hrs | 45.75 | 47.60 | 49.51 | 51.47 | 53.53 | 55.68 | 57.91 | 60.21 | 62.62 | 65.11 |