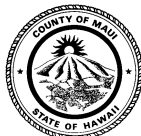


Council Chair
Alice L. Lee

Vice-Chair
Yuki Lei K. Sugimura

Presiding Officer Pro Tempore
Tasha Kama

Councilmembers
Tom Cook
Gabe Johnson
Tamara Paltin
Keani N.W. Rawlins-Fernandez
Shane M. Sinenci
Nohelani U'u-Hodgins



Director of Council Services
David M. Raatz, Jr., Esq.

Deputy Director of Council Services
Richelle K. Kawasaki, Esq.

COUNTY COUNCIL
COUNTY OF MAUI
200 S. HIGH STREET
WAILUKU, MAUI, HAWAII 96793
www.MauiCounty.us

March 24, 2025

Ms. Cynthia Razo-Porter, Director
Department of Personnel Services
County of Maui
Wailuku, Hawaii 96793

Dear Ms. Razo-Porter:

SUBJECT: **FISCAL YEAR 2026 BUDGET** (BFED-1) (PS-02)

To assist the Council's Budget, Finance, and Economic Development Committee's review of the Mayor's Proposed FY 2026 Budget, may I please request you provide:

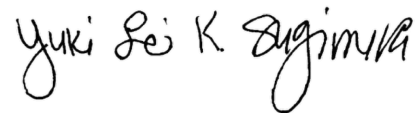
1. The pay scales used to determine the FY 2026 salaries for employees in Bargaining Units 1, 2, 3, 4, 11, 12, 13, and 15, and for excluded managerial employees. If any additional Bargaining Units have been added, please also include the pay scales for those units.
2. A list identifying each Bargaining Unit contract scheduled to expire on June 30, 2025. Please also include the status of the negotiations for each respective Bargaining Unit.
3. Copies of correspondence your Department received from the Salary Commission which supports FY 2026 salaries for:
 - a. Appointed employees in newly created Departments.
 - b. Positions not included in the salary schedules provided in response to question 1.

May I further request you transmit your response to bfed.committee@mauicounty.us by **March 28, 2025**. To ensure efficient processing, please include the Committee item number, BFED-1, in the subject line.

Ms. Cynthia Razo-Porter
March 24, 2025
Page 2

Should you have any questions, please contact me or the Committee staff (Kirsten Szabo at ext. 7662, James Krueger at ext. 7761, or Pauline Martins at ext. 8039).

Sincerely,

A handwritten signature in black ink that reads "Yuki Lei K. Sugimura". The signature is written in a cursive, flowing style.

YUKI LEI K. SUGIMURA, Chair
Budget, Finance, and Economic
Development Committee

bfed:2026bgt:250324aps01:kes

cc: Mayor Richard T. Bissen, Jr.
Deputy Director of Personnel Services

RICHARD T. BISSEN, JR.
Mayor

CYNTHIA M. RAZO-PORTER
Director

KAINEA K.G. AIWOHI-ALO
Deputy Director



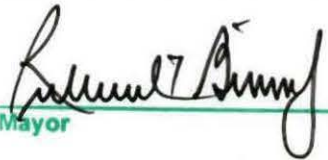
DEPARTMENT OF PERSONNEL SERVICES
COUNTY OF MAUI
200 SOUTH HIGH STREET
WAILUKU, MAUI, HAWAII 96793
PHONE (808) 270-7850 * FAX (808) 270-7969

Website: www.mauicounty.gov/departments/Personnel • Email: personnel.services@mauicounty.gov

March 27, 2025

Ms. Lesley Milner 
Acting Budget Director, County of Maui
200 South High Street
Wailuku, Hawaii 96793

APPROVED FOR TRANSMITTAL

 3-28-25
Mayor Date

Honorable Richard T. Bissen, Jr.
Mayor, County of Maui
200 South High Street
Wailuku, Hawaii 96793

For Transmittal to:
Honorable Yuki Lei Sugimura
Chair, Budget, Finance and Economic Development Committee
200 South High Street
Wailuku, Hawaii 96793

Dear Chair Sugimura:

SUBJECT: FISCAL YEAR 2026 BUDGET (BFED-1) (PS-01)

We are in receipt of your communication (BFED-1) (PS-01), which requests information to assist the Budget, Finance, and Economic Development Committee's review of the Mayor's Proposed FY 2026 Budget. Please find our responses below.

1. *The pay scales used to determine the FY 2026 salaries for employees in Bargaining Units 1, 2, 3, 4, 11, 12, 13 and 15, and for excluded managerial employees. If any additional Bargaining Units have been added, please also include the pay scales for those units.*

The salary schedules effective July 1, 2024, for the above Bargaining Units were used to determine the pay scales for the FY 2026 salaries. The salary schedules for all bargaining units, and applicable excluded managerial employees are attached for your reference. Exhibit A.

MAR 27 '25 PM2:28
OFFICE OF THE MAYOR

COPIED FOR TRANSMITTAL

Date

Initial

2. *A list identifying each Bargaining Unit contract scheduled to expire on June 30, 2025. Please also include the status of negotiations for each respective Bargaining Unit.*

Please be advised that the collective bargaining agreements for units 01, 02, 03, 04, 11, 12, 13, and 15 will expire on June 30, 2025. At the present time, no successor agreements have been reached for these bargaining units. By statute, we are required to submit any impasse for these units.

UPW, BU 01 is at statutory impasse. The parties continue to participate in negotiations.

HGEA, BU 02, 03, 04, 13 and 15 are at statutory impasse, and continue to participate in negotiations.

HFFA, BU 11 is at statutory impasse and pending the selection of a neutral arbitrator to conduct interest arbitration proceedings. Subcommittees continue to work on outstanding issues.

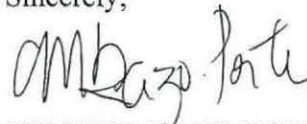
SHOPO, BU 12 has selected a neutral arbitrator, and set an initial hearing date of May 12, 2025.

3. *Copies of correspondence your department received from the Salary Commission which supports FY 2026 salaries for:*
- a. Appointed employees in newly created Departments.*
 - b. Positions not included in the salary schedules provided in response to question 1.*

The Salary Commission will convene on March 28, 2025, to discuss and consider salaries for County of Maui elected and appointed personnel pursuant to Charter Section 8-17.1 at its regularly scheduled meeting.

Thank you for the opportunity to assist the Budget, Finance, and Economic Development Committee. If you have any questions, please feel free to contact me at extension 7850.

Sincerely,



CYNTHIA RAZO-PORTER
Director of Personnel Services

CRP

Attachments

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 01 Blue Collar, Non-Supervisor

A			A			A			A		
BC01	ANN	49,956	BC09	ANN	67,896	WS01	ANN	51,768	WS09	ANN	72,048
	MON	4,163		MON	5,658		MON	4,314		MON	6,004
	8HR	192.16		8HR	261.12		8HR	199.12		8HR	277.12
	HRLY	24.02		HRLY	32.64		HRLY	24.89		HRLY	34.64
BC02	ANN	50,640	BC10	ANN	70,476	WS02	ANN	54,168	WS10	ANN	74,604
	MON	4,220		MON	5,873		MON	4,514		MON	6,217
	8HR	194.80		8HR	271.04		8HR	208.32		8HR	286.96
	HRLY	24.35		HRLY	33.88		HRLY	26.04		HRLY	35.87
BC03	ANN	52,080	BC11	ANN	73,044	WS03	ANN	55,740	WS11	ANN	77,508
	MON	4,340		MON	6,087		MON	4,645		MON	6,459
	8HR	200.32		8HR	280.96		8HR	214.40		8HR	298.08
	HRLY	25.04		HRLY	35.12		HRLY	26.80		HRLY	37.26
BC04	ANN	54,168	BC12	ANN	75,852	WS04	ANN	57,984	WS12	ANN	80,328
	MON	4,514		MON	6,321		MON	4,832		MON	6,694
	8HR	208.32		8HR	291.76		8HR	223.04		8HR	308.96
	HRLY	26.04		HRLY	36.47		HRLY	27.88		HRLY	38.62
BC05	ANN	56,340	BC13	ANN	78,612	WS05	ANN	60,336	WS13	ANN	83,364
	MON	4,695		MON	6,551		MON	5,028		MON	6,947
	8HR	216.72		8HR	302.32		8HR	232.08		8HR	320.64
	HRLY	27.09		HRLY	37.79		HRLY	29.01		HRLY	40.08
BC06	ANN	58,596	BC14	ANN	81,612	WS06	ANN	62,748	WS14	ANN	86,448
	MON	4,883		MON	6,801		MON	5,229		MON	7,204
	8HR	225.36		8HR	313.92		8HR	241.36		8HR	332.48
	HRLY	28.17		HRLY	39.24		HRLY	30.17		HRLY	41.56
BC07	ANN	60,936	BC15	ANN	84,672	WS07	ANN	65,256	WS15	ANN	89,748
	MON	5,078		MON	7,056		MON	5,438		MON	7,479
	8HR	234.40		8HR	325.68		8HR	250.96		8HR	345.20
	HRLY	29.30		HRLY	40.71		HRLY	31.37		HRLY	43.15
BC08	ANN	63,432				WS08	ANN	67,848			
	MON	5,286					MON	5,654			
	8HR	244.00					8HR	260.96			
	HRLY	30.50					HRLY	32.62			

Effective Date: 07/01/2024

Attachment C

Pay Rates of Employees Who Were on Step C1 on June 30, 2020

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,474	53,688	206.48	25.81
WF02	4,655	55,860	214.88	26.86
WF03	4,805	57,660	221.76	27.72
WF04	4,998	59,976	230.84	28.83
WF05	5,198	62,376	239.92	29.99
WF06	5,406	64,872	249.52	31.19
WF07	5,620	67,440	259.36	32.42
WF08	5,841	70,092	269.60	33.70
WF09	6,170	74,040	284.80	35.60
WF10	6,419	77,028	296.24	37.03
WF11	6,673	80,076	308.00	38.50
WF12	6,933	83,196	320.00	40.00
WF13	7,218	86,616	333.12	41.64
WF14	7,501	90,012	346.24	43.28
WF15	7,800	93,600	360.00	45.00
F101	4,763	57,156	219.84	27.48
F102	4,957	59,484	228.80	28.60
F103	5,117	61,404	236.16	29.52
F104	5,326	63,912	245.84	30.73
F105	5,606	67,272	258.72	32.34
F106	5,757	69,084	265.68	33.21
F107	5,982	71,784	276.08	34.51
F108	6,221	74,652	287.12	35.89
F109	6,566	78,792	303.04	37.88
F110	6,831	81,972	315.28	39.41
F111	7,104	85,248	327.84	40.98
F112	7,389	88,668	341.04	42.63
F113	7,683	92,196	354.64	44.33
F114	7,987	95,844	368.64	46.08
F115	8,306	99,672	383.36	47.92
F201	5,073	60,876	234.16	29.27
F202	5,275	63,300	243.44	30.43
F203	5,448	65,376	251.44	31.43
F204	5,666	67,992	261.52	32.69
F205	5,895	70,740	272.08	34.01
F206	6,129	73,548	282.88	35.36
F207	6,376	76,512	294.24	36.78
F208	6,632	79,584	306.08	38.26
F209	6,997	83,964	322.96	40.37
F210	7,269	87,228	335.52	41.94
F211	7,562	90,744	349.04	43.63
F212	7,870	94,440	363.20	45.40
F213	8,186	98,232	377.84	47.23
F214	8,509	102,108	392.72	49.09
F215	8,849	106,188	408.40	51.05

Effective Date: 07/01/2024

Attachment C

Pay Rates of Employees Who Were on Step C1 on June 30, 2020

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,403	64,836	249.36	31.17
F302	5,620	67,440	259.36	32.42
F303	5,805	69,660	267.92	33.49
F304	6,035	72,420	278.56	34.82
F305	6,281	75,372	289.92	36.24
F306	6,526	78,312	301.20	37.65
F307	6,786	81,432	313.20	39.15
F308	7,056	84,672	325.68	40.71
F309	7,448	89,376	343.76	42.97
F310	7,741	92,892	357.28	44.66
F311	8,057	96,684	371.84	46.48
F312	8,382	100,584	386.88	48.36
F313	8,721	104,652	402.48	50.31
F314	9,060	108,720	418.16	52.27
F315	9,428	113,136	435.12	54.39
GF01	5,755	69,060	265.60	33.20
GF02	5,982	71,784	276.08	34.51
GF03	6,179	74,148	285.20	35.65
GF04	6,426	77,112	296.56	37.07
GF05	6,686	80,232	308.56	38.57
GF06	6,950	83,400	320.80	40.10
GF07	7,230	86,760	333.68	41.71
GF08	7,523	90,276	347.20	43.40
GF09	7,937	95,244	366.32	45.79
GF10	8,246	98,952	380.56	47.57
GF11	8,574	102,888	395.76	49.47
GF12	8,923	107,076	411.84	51.48
GF13	9,283	111,396	428.48	53.56
GF14	9,648	115,776	445.28	55.66
GF15	10,034	120,408	463.12	57.89

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR04	ANN	34,968	36,360	37,884	39,396	40,968	42,552	44,304	46,044	47,856	49,788	51,732
	MON	2,914	3,030	3,157	3,283	3,414	3,546	3,692	3,837	3,988	4,149	4,311
	8HR	134.48	139.84	145.68	151.52	157.60	163.68	170.40	177.12	184.08	191.52	198.96
	HRLY	16.81	17.48	18.21	18.94	19.70	20.46	21.30	22.14	23.01	23.94	24.87
SR05	ANN	35,688	37,092	38,652	40,200	41,784	43,416	45,204	46,944	48,804	50,808	52,800
	MON	2,974	3,091	3,221	3,350	3,482	3,618	3,767	3,912	4,067	4,234	4,400
	8HR	137.28	142.64	148.64	154.64	160.72	166.96	173.84	180.56	187.68	195.44	203.04
	HRLY	17.16	17.83	18.58	19.33	20.09	20.87	21.73	22.57	23.46	24.43	25.38
SR06	ANN	36,420	37,836	39,444	41,004	42,624	44,280	46,116	47,916	49,800	51,816	53,856
	MON	3,035	3,153	3,287	3,417	3,552	3,690	3,843	3,993	4,150	4,318	4,488
	8HR	140.08	145.52	151.68	157.68	163.92	170.32	177.36	184.32	191.52	199.28	207.12
	HRLY	17.51	18.19	18.96	19.71	20.49	21.29	22.17	23.04	23.94	24.91	25.89
SR07	ANN	37,116	38,604	40,236	41,820	43,488	45,168	47,064	48,888	50,820	52,872	54,948
	MON	3,093	3,217	3,353	3,485	3,624	3,764	3,922	4,074	4,235	4,406	4,579
	8HR	142.72	148.48	154.72	160.88	167.28	173.76	181.04	188.00	195.44	203.36	211.36
	HRLY	17.84	18.56	19.34	20.11	20.91	21.72	22.63	23.50	24.43	25.42	26.42
SR08	ANN	37,872	39,384	41,040	42,672	44,364	46,092	47,988	49,884	51,840	53,928	56,052
	MON	3,156	3,282	3,420	3,556	3,697	3,841	3,999	4,157	4,320	4,494	4,671
	8HR	145.68	151.44	157.84	164.16	170.64	177.28	184.56	191.84	199.36	207.44	215.60
	HRLY	18.21	18.93	19.73	20.52	21.33	22.16	23.07	23.98	24.92	25.93	26.95
SR09	ANN	38,640	40,248	41,808	43,452	45,216	47,004	48,936	50,880	52,908	54,984	57,192
	MON	3,220	3,354	3,484	3,621	3,768	3,917	4,078	4,240	4,409	4,582	4,766
	8HR	148.64	154.80	160.80	167.12	173.92	180.80	188.24	195.68	203.52	211.44	220.00
	HRLY	18.58	19.35	20.10	20.89	21.74	22.60	23.53	24.46	25.44	26.43	27.50
SR10	ANN	40,248	41,808	43,452	45,216	47,004	48,936	50,880	52,908	54,984	57,192	59,508
	MON	3,354	3,484	3,621	3,768	3,917	4,078	4,240	4,409	4,582	4,766	4,959
	8HR	154.80	160.80	167.12	173.92	180.80	188.24	195.68	203.52	211.44	220.00	228.88
	HRLY	19.35	20.10	20.89	21.74	22.60	23.53	24.46	25.44	26.43	27.50	28.61

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR11	ANN	41,808	43,452	45,216	47,004	48,936	50,880	52,908	54,984	57,192	59,508	61,884
	MON	3,484	3,621	3,768	3,917	4,078	4,240	4,409	4,582	4,766	4,959	5,157
	8HR	160.80	167.12	173.92	180.80	188.24	195.68	203.52	211.44	220.00	228.88	238.00
	HRLY	20.10	20.89	21.74	22.60	23.53	24.46	25.44	26.43	27.50	28.61	29.75
SR12	ANN	43,452	45,216	47,004	48,936	50,880	52,908	54,984	57,192	59,508	61,884	64,404
	MON	3,621	3,768	3,917	4,078	4,240	4,409	4,582	4,766	4,959	5,157	5,367
	8HR	167.12	173.92	180.80	188.24	195.68	203.52	211.44	220.00	228.88	238.00	247.68
	HRLY	20.89	21.74	22.60	23.53	24.46	25.44	26.43	27.50	28.61	29.75	30.96
SR13	ANN	45,216	47,004	48,936	50,880	52,908	54,984	57,192	59,508	61,884	64,404	66,876
	MON	3,768	3,917	4,078	4,240	4,409	4,582	4,766	4,959	5,157	5,367	5,573
	8HR	173.92	180.80	188.24	195.68	203.52	211.44	220.00	228.88	238.00	247.68	257.20
	HRLY	21.74	22.60	23.53	24.46	25.44	26.43	27.50	28.61	29.75	30.96	32.15
SR14	ANN	47,004	48,936	50,880	52,908	54,984	57,192	59,508	61,884	64,404	66,876	69,600
	MON	3,917	4,078	4,240	4,409	4,582	4,766	4,959	5,157	5,367	5,573	5,800
	8HR	180.80	188.24	195.68	203.52	211.44	220.00	228.88	238.00	247.68	257.20	267.68
	HRLY	22.60	23.53	24.46	25.44	26.43	27.50	28.61	29.75	30.96	32.15	33.46
SR15	ANN	48,936	50,880	52,908	54,984	57,192	59,508	61,884	64,404	66,876	69,600	72,372
	MON	4,078	4,240	4,409	4,582	4,766	4,959	5,157	5,367	5,573	5,800	6,031
	8HR	188.24	195.68	203.52	211.44	220.00	228.88	238.00	247.68	257.20	267.68	278.32
	HRLY	23.53	24.46	25.44	26.43	27.50	28.61	29.75	30.96	32.15	33.46	34.79
SR16	ANN	50,880	52,908	54,984	57,192	59,508	61,884	64,404	66,876	69,600	72,372	75,252
	MON	4,240	4,409	4,582	4,766	4,959	5,157	5,367	5,573	5,800	6,031	6,271
	8HR	195.68	203.52	211.44	220.00	228.88	238.00	247.68	257.20	267.68	278.32	289.44
	HRLY	24.46	25.44	26.43	27.50	28.61	29.75	30.96	32.15	33.46	34.79	36.18
SR17	ANN	52,908	54,984	57,192	59,508	61,884	64,404	66,876	69,600	72,372	75,252	78,312
	MON	4,409	4,582	4,766	4,959	5,157	5,367	5,573	5,800	6,031	6,271	6,526
	8HR	203.52	211.44	220.00	228.88	238.00	247.68	257.20	267.68	278.32	289.44	301.20
	HRLY	25.44	26.43	27.50	28.61	29.75	30.96	32.15	33.46	34.79	36.18	37.65

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR18	ANN	54,984	57,192	59,508	61,884	64,404	66,876	69,600	72,372	75,252	78,312	81,396
	MON	4,582	4,766	4,959	5,157	5,367	5,573	5,800	6,031	6,271	6,526	6,783
	8HR	211.44	220.00	228.88	238.00	247.68	257.20	267.68	278.32	289.44	301.20	313.04
	HRLY	26.43	27.50	28.61	29.75	30.96	32.15	33.46	34.79	36.18	37.65	39.13
SR19	ANN	57,192	59,508	61,884	64,404	66,876	69,600	72,372	75,252	78,312	81,396	84,696
	MON	4,766	4,959	5,157	5,367	5,573	5,800	6,031	6,271	6,526	6,783	7,058
	8HR	220.00	228.88	238.00	247.68	257.20	267.68	278.32	289.44	301.20	313.04	325.76
	HRLY	27.50	28.61	29.75	30.96	32.15	33.46	34.79	36.18	37.65	39.13	40.72
SR20	ANN	59,508	61,884	64,404	66,876	69,600	72,372	75,252	78,312	81,396	84,696	88,152
	MON	4,959	5,157	5,367	5,573	5,800	6,031	6,271	6,526	6,783	7,058	7,346
	8HR	228.88	238.00	247.68	257.20	267.68	278.32	289.44	301.20	313.04	325.76	339.04
	HRLY	28.61	29.75	30.96	32.15	33.46	34.79	36.18	37.65	39.13	40.72	42.38
SR21	ANN	61,884	64,404	66,876	69,600	72,372	75,252	78,312	81,396	84,696	88,152	91,620
	MON	5,157	5,367	5,573	5,800	6,031	6,271	6,526	6,783	7,058	7,346	7,635
	8HR	238.00	247.68	257.20	267.68	278.32	289.44	301.20	313.04	325.76	339.04	352.40
	HRLY	29.75	30.96	32.15	33.46	34.79	36.18	37.65	39.13	40.72	42.38	44.05
SR22	ANN	64,404	66,876	69,600	72,372	75,252	78,312	81,396	84,696	88,152	91,620	95,280
	MON	5,367	5,573	5,800	6,031	6,271	6,526	6,783	7,058	7,346	7,635	7,940
	8HR	247.68	257.20	267.68	278.32	289.44	301.20	313.04	325.76	339.04	352.40	366.48
	HRLY	30.96	32.15	33.46	34.79	36.18	37.65	39.13	40.72	42.38	44.05	45.81
SR23	ANN	66,876	69,600	72,372	75,252	78,312	81,396	84,696	88,152	91,620	95,280	99,132
	MON	5,573	5,800	6,031	6,271	6,526	6,783	7,058	7,346	7,635	7,940	8,261
	8HR	257.20	267.68	278.32	289.44	301.20	313.04	325.76	339.04	352.40	366.48	381.28
	HRLY	32.15	33.46	34.79	36.18	37.65	39.13	40.72	42.38	44.05	45.81	47.66
SR24	ANN	69,600	72,372	75,252	78,312	81,396	84,696	88,152	91,620	95,280	99,132	103,116
	MON	5,800	6,031	6,271	6,526	6,783	7,058	7,346	7,635	7,940	8,261	8,593
	8HR	267.68	278.32	289.44	301.20	313.04	325.76	339.04	352.40	366.48	381.28	396.64
	HRLY	33.46	34.79	36.18	37.65	39.13	40.72	42.38	44.05	45.81	47.66	49.58

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SR25	ANN	72,372	75,252	78,312	81,396	84,696	88,152	91,620	95,280	99,132	103,116	107,184
	MON	6,031	6,271	6,526	6,783	7,058	7,346	7,635	7,940	8,261	8,593	8,932
	8HR	278.32	289.44	301.20	313.04	325.76	339.04	352.40	366.48	381.28	396.64	412.24
	HRLY	34.79	36.18	37.65	39.13	40.72	42.38	44.05	45.81	47.66	49.58	51.53
SR26	ANN	75,252	78,312	81,396	84,696	88,152	91,620	95,280	99,132	103,116	107,184	111,444
	MON	6,271	6,526	6,783	7,058	7,346	7,635	7,940	8,261	8,593	8,932	9,287
	8HR	289.44	301.20	313.04	325.76	339.04	352.40	366.48	381.28	396.64	412.24	428.64
	HRLY	36.18	37.65	39.13	40.72	42.38	44.05	45.81	47.66	49.58	51.53	53.58
SR27	ANN	78,312	81,396	84,696	88,152	91,620	95,280	99,132	103,116	107,184	111,444	115,896
	MON	6,526	6,783	7,058	7,346	7,635	7,940	8,261	8,593	8,932	9,287	9,658
	8HR	301.20	313.04	325.76	339.04	352.40	366.48	381.28	396.64	412.24	428.64	445.76
	HRLY	37.65	39.13	40.72	42.38	44.05	45.81	47.66	49.58	51.53	53.58	55.72
SR28	ANN	81,396	84,696	88,152	91,620	95,280	99,132	103,116	107,184	111,444	115,896	120,636
	MON	6,783	7,058	7,346	7,635	7,940	8,261	8,593	8,932	9,287	9,658	10,053
	8HR	313.04	325.76	339.04	352.40	366.48	381.28	396.64	412.24	428.64	445.76	464.00
	HRLY	39.13	40.72	42.38	44.05	45.81	47.66	49.58	51.53	53.58	55.72	58.00
SR29	ANN	84,696	88,152	91,620	95,280	99,132	103,116	107,184	111,444	115,896	120,636	125,448
	MON	7,058	7,346	7,635	7,940	8,261	8,593	8,932	9,287	9,658	10,053	10,454
	8HR	325.76	339.04	352.40	366.48	381.28	396.64	412.24	428.64	445.76	464.00	482.48
	HRLY	40.72	42.38	44.05	45.81	47.66	49.58	51.53	53.58	55.72	58.00	60.31
SR30	ANN	88,152	91,620	95,280	99,132	103,116	107,184	111,444	115,896	120,636	125,448	130,344
	MON	7,346	7,635	7,940	8,261	8,593	8,932	9,287	9,658	10,053	10,454	10,862
	8HR	339.04	352.40	366.48	381.28	396.64	412.24	428.64	445.76	464.00	482.48	501.36
	HRLY	42.38	44.05	45.81	47.66	49.58	51.53	53.58	55.72	58.00	60.31	62.67
SR31	ANN	91,620	95,280	99,132	103,116	107,184	111,444	115,896	120,636	125,448	130,344	135,588
	MON	7,635	7,940	8,261	8,593	8,932	9,287	9,658	10,053	10,454	10,862	11,299
	8HR	352.40	366.48	381.28	396.64	412.24	428.64	445.76	464.00	482.48	501.36	521.52
	HRLY	44.05	45.81	47.66	49.58	51.53	53.58	55.72	58.00	60.31	62.67	65.19

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SC01	ANN	95,280	99,132	103,116	107,184	111,444	115,896	120,636	125,448	130,344	135,588	141,036
	MON	7,940	8,261	8,593	8,932	9,287	9,658	10,053	10,454	10,862	11,299	11,753
	8HR	366.48	381.28	396.64	412.24	428.64	445.76	464.00	482.48	501.36	521.52	542.48
	HRLY	45.81	47.66	49.58	51.53	53.58	55.72	58.00	60.31	62.67	65.19	67.81
SC02	ANN	99,132	103,116	107,184	111,444	115,896	120,636	125,448	130,344	135,588	141,036	146,736
	MON	8,261	8,593	8,932	9,287	9,658	10,053	10,454	10,862	11,299	11,753	12,228
	8HR	381.28	396.64	412.24	428.64	445.76	464.00	482.48	501.36	521.52	542.48	564.40
	HRLY	47.66	49.58	51.53	53.58	55.72	58.00	60.31	62.67	65.19	67.81	70.55
SC03	ANN	103,116	107,184	111,444	115,896	120,636	125,448	130,344	135,588	141,036	146,736	152,604
	MON	8,593	8,932	9,287	9,658	10,053	10,454	10,862	11,299	11,753	12,228	12,717
	8HR	396.64	412.24	428.64	445.76	464.00	482.48	501.36	521.52	542.48	564.40	586.96
	HRLY	49.58	51.53	53.58	55.72	58.00	60.31	62.67	65.19	67.81	70.55	73.37

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SR05	ANN	37,032	38,580	40,068	41,640	43,356	45,036	46,896	48,780	50,712	52,716	54,840
	MON	3,086	3,215	3,339	3,470	3,613	3,753	3,908	4,065	4,226	4,393	4,570
	8HR	142.40	148.40	154.08	160.16	166.72	173.20	180.40	187.60	195.04	202.72	210.96
	HRLY	17.80	18.55	19.26	20.02	20.84	21.65	22.55	23.45	24.38	25.34	26.37
SR06	ANN	37,788	39,360	40,872	42,492	44,232	45,948	47,868	49,776	51,732	53,760	55,944
	MON	3,149	3,280	3,406	3,541	3,686	3,829	3,989	4,148	4,311	4,480	4,662
	8HR	145.36	151.36	157.20	163.44	170.16	176.72	184.08	191.44	198.96	206.80	215.20
	HRLY	18.17	18.92	19.65	20.43	21.27	22.09	23.01	23.93	24.87	25.85	26.90
SR07	ANN	38,556	40,164	41,712	43,368	45,120	46,884	48,816	50,748	52,800	54,864	57,060
	MON	3,213	3,347	3,476	3,614	3,760	3,907	4,068	4,229	4,400	4,572	4,755
	8HR	148.32	154.48	160.40	166.80	173.52	180.32	187.76	195.20	203.04	211.04	219.44
	HRLY	18.54	19.31	20.05	20.85	21.69	22.54	23.47	24.40	25.38	26.38	27.43
SR08	ANN	39,336	40,980	42,564	44,232	46,044	47,832	49,812	51,768	53,868	55,968	58,212
	MON	3,278	3,415	3,547	3,686	3,837	3,986	4,151	4,314	4,489	4,664	4,851
	8HR	151.28	157.60	163.68	170.16	177.12	184.00	191.60	199.12	207.20	215.28	223.92
	HRLY	18.91	19.70	20.46	21.27	22.14	23.00	23.95	24.89	25.90	26.91	27.99
SR09	ANN	40,116	41,796	43,416	45,120	46,944	48,792	50,832	52,836	54,936	57,096	59,400
	MON	3,343	3,483	3,618	3,760	3,912	4,066	4,236	4,403	4,578	4,758	4,950
	8HR	154.32	160.72	166.96	173.52	180.56	187.68	195.52	203.20	211.28	219.60	228.48
	HRLY	19.29	20.09	20.87	21.69	22.57	23.46	24.44	25.40	26.41	27.45	28.56
SR10	ANN	41,796	43,416	45,120	46,944	48,792	50,832	52,836	54,936	57,096	59,400	61,800
	MON	3,483	3,618	3,760	3,912	4,066	4,236	4,403	4,578	4,758	4,950	5,150
	8HR	160.72	166.96	173.52	180.56	187.68	195.52	203.20	211.28	219.60	228.48	237.68
	HRLY	20.09	20.87	21.69	22.57	23.46	24.44	25.40	26.41	27.45	28.56	29.71
SR11	ANN	43,416	45,120	46,944	48,792	50,832	52,836	54,936	57,096	59,400	61,800	64,248
	MON	3,618	3,760	3,912	4,066	4,236	4,403	4,578	4,758	4,950	5,150	5,354
	8HR	166.96	173.52	180.56	187.68	195.52	203.20	211.28	219.60	228.48	237.68	247.12
	HRLY	20.87	21.69	22.57	23.46	24.44	25.40	26.41	27.45	28.56	29.71	30.89

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SR12	ANN	45,120	46,944	48,792	50,832	52,836	54,936	57,096	59,400	61,800	64,248	66,864
	MON	3,760	3,912	4,066	4,236	4,403	4,578	4,758	4,950	5,150	5,354	5,572
	8HR	173.52	180.56	187.68	195.52	203.20	211.28	219.60	228.48	237.68	247.12	257.20
	HRLY	21.69	22.57	23.46	24.44	25.40	26.41	27.45	28.56	29.71	30.89	32.15
SR13	ANN	46,944	48,792	50,832	52,836	54,936	57,096	59,400	61,800	64,248	66,864	69,468
	MON	3,912	4,066	4,236	4,403	4,578	4,758	4,950	5,150	5,354	5,572	5,789
	8HR	180.56	187.68	195.52	203.20	211.28	219.60	228.48	237.68	247.12	257.20	267.20
	HRLY	22.57	23.46	24.44	25.40	26.41	27.45	28.56	29.71	30.89	32.15	33.40
SR14	ANN	48,792	50,832	52,836	54,936	57,096	59,400	61,800	64,248	66,864	69,468	72,264
	MON	4,066	4,236	4,403	4,578	4,758	4,950	5,150	5,354	5,572	5,789	6,022
	8HR	187.68	195.52	203.20	211.28	219.60	228.48	237.68	247.12	257.20	267.20	277.92
	HRLY	23.46	24.44	25.40	26.41	27.45	28.56	29.71	30.89	32.15	33.40	34.74
SR15	ANN	50,832	52,836	54,936	57,096	59,400	61,800	64,248	66,864	69,468	72,264	75,168
	MON	4,236	4,403	4,578	4,758	4,950	5,150	5,354	5,572	5,789	6,022	6,264
	8HR	195.52	203.20	211.28	219.60	228.48	237.68	247.12	257.20	267.20	277.92	289.12
	HRLY	24.44	25.40	26.41	27.45	28.56	29.71	30.89	32.15	33.40	34.74	36.14
SR16	ANN	52,836	54,936	57,096	59,400	61,800	64,248	66,864	69,468	72,264	75,168	78,144
	MON	4,403	4,578	4,758	4,950	5,150	5,354	5,572	5,789	6,022	6,264	6,512
	8HR	203.20	211.28	219.60	228.48	237.68	247.12	257.20	267.20	277.92	289.12	300.56
	HRLY	25.40	26.41	27.45	28.56	29.71	30.89	32.15	33.40	34.74	36.14	37.57
SR17	ANN	54,936	57,096	59,400	61,800	64,248	66,864	69,468	72,264	75,168	78,144	81,336
	MON	4,578	4,758	4,950	5,150	5,354	5,572	5,789	6,022	6,264	6,512	6,778
	8HR	211.28	219.60	228.48	237.68	247.12	257.20	267.20	277.92	289.12	300.56	312.80
	HRLY	26.41	27.45	28.56	29.71	30.89	32.15	33.40	34.74	36.14	37.57	39.10
SR18	ANN	57,096	59,400	61,800	64,248	66,864	69,468	72,264	75,168	78,144	81,336	84,504
	MON	4,758	4,950	5,150	5,354	5,572	5,789	6,022	6,264	6,512	6,778	7,042
	8HR	219.60	228.48	237.68	247.12	257.20	267.20	277.92	289.12	300.56	312.80	325.04
	HRLY	27.45	28.56	29.71	30.89	32.15	33.40	34.74	36.14	37.57	39.10	40.63

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SR19	ANN	59,400	61,800	64,248	66,864	69,468	72,264	75,168	78,144	81,336	84,504	87,960
	MON	4,950	5,150	5,354	5,572	5,789	6,022	6,264	6,512	6,778	7,042	7,330
	8HR	228.48	237.68	247.12	257.20	267.20	277.92	289.12	300.56	312.80	325.04	338.32
	HRLY	28.56	29.71	30.89	32.15	33.40	34.74	36.14	37.57	39.10	40.63	42.29
SR20	ANN	61,800	64,248	66,864	69,468	72,264	75,168	78,144	81,336	84,504	87,960	91,536
	MON	5,150	5,354	5,572	5,789	6,022	6,264	6,512	6,778	7,042	7,330	7,628
	8HR	237.68	247.12	257.20	267.20	277.92	289.12	300.56	312.80	325.04	338.32	352.08
	HRLY	29.71	30.89	32.15	33.40	34.74	36.14	37.57	39.10	40.63	42.29	44.01
SR21	ANN	64,248	66,864	69,468	72,264	75,168	78,144	81,336	84,504	87,960	91,536	95,148
	MON	5,354	5,572	5,789	6,022	6,264	6,512	6,778	7,042	7,330	7,628	7,929
	8HR	247.12	257.20	267.20	277.92	289.12	300.56	312.80	325.04	338.32	352.08	365.92
	HRLY	30.89	32.15	33.40	34.74	36.14	37.57	39.10	40.63	42.29	44.01	45.74
SR22	ANN	66,864	69,468	72,264	75,168	78,144	81,336	84,504	87,960	91,536	95,148	98,952
	MON	5,572	5,789	6,022	6,264	6,512	6,778	7,042	7,330	7,628	7,929	8,246
	8HR	257.20	267.20	277.92	289.12	300.56	312.80	325.04	338.32	352.08	365.92	380.56
	HRLY	32.15	33.40	34.74	36.14	37.57	39.10	40.63	42.29	44.01	45.74	47.57
SR23	ANN	69,468	72,264	75,168	78,144	81,336	84,504	87,960	91,536	95,148	98,952	102,924
	MON	5,789	6,022	6,264	6,512	6,778	7,042	7,330	7,628	7,929	8,246	8,577
	8HR	267.20	277.92	289.12	300.56	312.80	325.04	338.32	352.08	365.92	380.56	395.84
	HRLY	33.40	34.74	36.14	37.57	39.10	40.63	42.29	44.01	45.74	47.57	49.48
SR24	ANN	72,264	75,168	78,144	81,336	84,504	87,960	91,536	95,148	98,952	102,924	107,064
	MON	6,022	6,264	6,512	6,778	7,042	7,330	7,628	7,929	8,246	8,577	8,922
	8HR	277.92	289.12	300.56	312.80	325.04	338.32	352.08	365.92	380.56	395.84	411.76
	HRLY	34.74	36.14	37.57	39.10	40.63	42.29	44.01	45.74	47.57	49.48	51.47
SR25	ANN	75,168	78,144	81,336	84,504	87,960	91,536	95,148	98,952	102,924	107,064	111,312
	MON	6,264	6,512	6,778	7,042	7,330	7,628	7,929	8,246	8,577	8,922	9,276
	8HR	289.12	300.56	312.80	325.04	338.32	352.08	365.92	380.56	395.84	411.76	428.16
	HRLY	36.14	37.57	39.10	40.63	42.29	44.01	45.74	47.57	49.48	51.47	53.52

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SR26	ANN	78,144	81,336	84,504	87,960	91,536	95,148	98,952	102,924	107,064	111,312	115,728
	MON	6,512	6,778	7,042	7,330	7,628	7,929	8,246	8,577	8,922	9,276	9,644
	8HR	300.56	312.80	325.04	338.32	352.08	365.92	380.56	395.84	411.76	428.16	445.12
	HRLY	37.57	39.10	40.63	42.29	44.01	45.74	47.57	49.48	51.47	53.52	55.64
SR27	ANN	81,336	84,504	87,960	91,536	95,148	98,952	102,924	107,064	111,312	115,728	120,348
	MON	6,778	7,042	7,330	7,628	7,929	8,246	8,577	8,922	9,276	9,644	10,029
	8HR	312.80	325.04	338.32	352.08	365.92	380.56	395.84	411.76	428.16	445.12	462.88
	HRLY	39.10	40.63	42.29	44.01	45.74	47.57	49.48	51.47	53.52	55.64	57.86
SR28	ANN	84,504	87,960	91,536	95,148	98,952	102,924	107,064	111,312	115,728	120,348	125,268
	MON	7,042	7,330	7,628	7,929	8,246	8,577	8,922	9,276	9,644	10,029	10,439
	8HR	325.04	338.32	352.08	365.92	380.56	395.84	411.76	428.16	445.12	462.88	481.84
	HRLY	40.63	42.29	44.01	45.74	47.57	49.48	51.47	53.52	55.64	57.86	60.23
SR29	ANN	87,960	91,536	95,148	98,952	102,924	107,064	111,312	115,728	120,348	125,268	130,260
	MON	7,330	7,628	7,929	8,246	8,577	8,922	9,276	9,644	10,029	10,439	10,855
	8HR	338.32	352.08	365.92	380.56	395.84	411.76	428.16	445.12	462.88	481.84	501.04
	HRLY	42.29	44.01	45.74	47.57	49.48	51.47	53.52	55.64	57.86	60.23	62.63
SR30	ANN	91,536	95,148	98,952	102,924	107,064	111,312	115,728	120,348	125,268	130,260	135,360
	MON	7,628	7,929	8,246	8,577	8,922	9,276	9,644	10,029	10,439	10,855	11,280
	8HR	352.08	365.92	380.56	395.84	411.76	428.16	445.12	462.88	481.84	501.04	520.64
	HRLY	44.01	45.74	47.57	49.48	51.47	53.52	55.64	57.86	60.23	62.63	65.08
SR31	ANN	95,148	98,952	102,924	107,064	111,312	115,728	120,348	125,268	130,260	135,360	140,808
	MON	7,929	8,246	8,577	8,922	9,276	9,644	10,029	10,439	10,855	11,280	11,734
	8HR	365.92	380.56	395.84	411.76	428.16	445.12	462.88	481.84	501.04	520.64	541.60
	HRLY	45.74	47.57	49.48	51.47	53.52	55.64	57.86	60.23	62.63	65.08	67.70
SC01	ANN	98,952	102,924	107,064	111,312	115,728	120,348	125,268	130,260	135,360	140,808	146,448
	MON	8,246	8,577	8,922	9,276	9,644	10,029	10,439	10,855	11,280	11,734	12,204
	8HR	380.56	395.84	411.76	428.16	445.12	462.88	481.84	501.04	520.64	541.60	563.28
	HRLY	47.57	49.48	51.47	53.52	55.64	57.86	60.23	62.63	65.08	67.70	70.41

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024
Bargaining Unit: 04 White Collar, Supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SC02	ANN	102,924	107,064	111,312	115,728	120,348	125,268	130,260	135,360	140,808	146,448	152,352
	MON	8,577	8,922	9,276	9,644	10,029	10,439	10,855	11,280	11,734	12,204	12,696
	8HR	395.84	411.76	428.16	445.12	462.88	481.84	501.04	520.64	541.60	563.28	586.00
	HRLY	49.48	51.47	53.52	55.64	57.86	60.23	62.63	65.08	67.70	70.41	73.25
SC03	ANN	107,064	111,312	115,728	120,348	125,268	130,260	135,360	140,808	146,448	152,352	158,448
	MON	8,922	9,276	9,644	10,029	10,439	10,855	11,280	11,734	12,204	12,696	13,204
	8HR	411.76	428.16	445.12	462.88	481.84	501.04	520.64	541.60	563.28	586.00	609.44
	HRLY	51.47	53.52	55.64	57.86	60.23	62.63	65.08	67.70	70.41	73.25	76.18

EXHIBIT D

EMCP Salary Schedule (BU 04)				
Effective 07/01/2024				
	MONTHLY		ANNUAL	
	Minimum	Maximum	Minimum	Maximum
EM-01	\$7,120	\$10,155	\$85,440	\$121,860
EM-02	\$7,474	\$10,665	\$89,688	\$127,980
EM-03	\$7,848	\$11,193	\$94,176	\$134,316
EM-04	\$8,239	\$11,758	\$98,868	\$141,096
EM-05	\$8,655	\$12,341	\$103,860	\$148,092
EM-06	\$9,084	\$12,960	\$109,008	\$155,520
EM-07	\$9,539	\$13,608	\$114,468	\$163,296
EM-08	\$10,017	\$14,289	\$120,204	\$171,468
ES-01	\$10,318	\$14,716	\$123,816	\$176,592
ES-02	\$10,626	\$15,157	\$127,512	\$181,884
ES-03	\$10,948	\$15,611	\$131,376	\$187,332

EXHIBIT E: BU 11 SALARY SCHEDULE EFFECTIVE 7/1/24

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25<28 Yrs.	STEP L6 28+ Yrs.
SR 15	Annual	63,864									
	Month	5,322									
	40 Hrs	30.70									
	42 Hrs	29.24									
	53 Hrs	23.17									
	56 Hrs	21.93									
SR 16	Annual	66,384	69,060	71,808	74,664	77,664	80,760	83,976	87,360	90,852	94,488
	Month	5,532	5,755	5,984	6,222	6,472	6,730	6,998	7,280	7,571	7,874
	40 Hrs	31.92	33.20	34.52	35.90	37.34	38.83	40.37	42.00	43.68	45.43
	42 Hrs	30.40	31.62	32.88	34.19	35.56	36.98	38.45	40.00	41.60	43.26
	53 Hrs	24.09	25.06	26.06	27.09	28.18	29.30	30.47	31.70	32.97	34.28
	56 Hrs	22.80	23.72	24.66	25.64	26.67	27.73	28.84	30.00	31.20	32.45
SR 17	Annual	69,060	71,808	74,664	77,664	80,760	83,976	87,360	90,852	94,488	98,328
	Month	5,755	5,984	6,222	6,472	6,730	6,998	7,280	7,571	7,874	8,194
	40 Hrs	33.20	34.52	35.90	37.34	38.83	40.37	42.00	43.68	45.43	47.27
	42 Hrs	31.62	32.88	34.19	35.56	36.98	38.45	40.00	41.60	43.26	45.02
	53 Hrs	25.06	26.06	27.09	28.18	29.30	30.47	31.70	32.97	34.28	35.68
	56 Hrs	23.72	24.66	25.64	26.67	27.73	28.84	30.00	31.20	32.45	33.77
SR 18	Annual	71,808	74,664	77,664	80,760	83,976	87,360	90,852	94,488	98,328	102,216
	Month	5,984	6,222	6,472	6,730	6,998	7,280	7,571	7,874	8,194	8,518
	40 Hrs	34.52	35.90	37.34	38.83	40.37	42.00	43.68	45.43	47.27	49.14
	42 Hrs	32.88	34.19	35.56	36.98	38.45	40.00	41.60	43.26	45.02	46.80
	53 Hrs	26.06	27.09	28.18	29.30	30.47	31.70	32.97	34.28	35.68	37.09
	56 Hrs	24.66	25.64	26.67	27.73	28.84	30.00	31.20	32.45	33.77	35.10
SR 19	Annual	74,664	77,664	80,760	83,976	87,360	90,852	94,488	98,328	102,216	106,320
	Month	6,222	6,472	6,730	6,998	7,280	7,571	7,874	8,194	8,518	8,860
	40 Hrs	35.90	37.34	38.83	40.37	42.00	43.68	45.43	47.27	49.14	51.12
	42 Hrs	34.19	35.56	36.98	38.45	40.00	41.60	43.26	45.02	46.80	48.68
	53 Hrs	27.09	28.18	29.30	30.47	31.70	32.97	34.28	35.68	37.09	38.58
	56 Hrs	25.64	26.67	27.73	28.84	30.00	31.20	32.45	33.77	35.10	36.51
SR 20	Annual	77,664	80,760	83,976	87,360	90,852	94,488	98,328	102,216	106,320	110,532
	Month	6,472	6,730	6,998	7,280	7,571	7,874	8,194	8,518	8,860	9,211
	40 Hrs	37.34	38.83	40.37	42.00	43.68	45.43	47.27	49.14	51.12	53.14
	42 Hrs	35.56	36.98	38.45	40.00	41.60	43.26	45.02	46.80	48.68	50.61
	53 Hrs	28.18	29.30	30.47	31.70	32.97	34.28	35.68	37.09	38.58	40.11
	56 Hrs	26.67	27.73	28.84	30.00	31.20	32.45	33.77	35.10	36.51	37.96
SR 21	Annual	80,760	83,976	87,360	90,852	94,488	98,328	102,216	106,320	110,532	114,960
	Month	6,730	6,998	7,280	7,571	7,874	8,194	8,518	8,860	9,211	9,580
	40 Hrs	38.83	40.37	42.00	43.68	45.43	47.27	49.14	51.12	53.14	55.27
	42 Hrs	36.98	38.45	40.00	41.60	43.26	45.02	46.80	48.68	50.61	52.64
	53 Hrs	29.30	30.47	31.70	32.97	34.28	35.68	37.09	38.58	40.11	41.71
	56 Hrs	27.73	28.84	30.00	31.20	32.45	33.77	35.10	36.51	37.96	39.48
SR 22	Annual	83,976	87,360	90,852	94,488	98,328	102,216	106,320	110,532	114,960	119,532
	Month	6,998	7,280	7,571	7,874	8,194	8,518	8,860	9,211	9,580	9,961
	40 Hrs	40.37	42.00	43.68	45.43	47.27	49.14	51.12	53.14	55.27	57.47
	42 Hrs	38.45	40.00	41.60	43.26	45.02	46.80	48.68	50.61	52.64	54.73
	53 Hrs	30.47	31.70	32.97	34.28	35.68	37.09	38.58	40.11	41.71	43.37
	56 Hrs	28.84	30.00	31.20	32.45	33.77	35.10	36.51	37.96	39.48	41.05

EXHIBIT E: BU 11 SALARY SCHEDULE EFFECTIVE 7/1/24

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25<28 Yrs.	STEP L6 28+ Yrs.
SR 23	Annual	87,360	90,852	94,488	98,328	102,216	106,320	110,532	114,960	119,532	124,344
	Month	7,280	7,571	7,874	8,194	8,518	8,860	9,211	9,580	9,961	10,362
	40 Hrs	42.00	43.68	45.43	47.27	49.14	51.12	53.14	55.27	57.47	59.78
	42 Hrs	40.00	41.60	43.26	45.02	46.80	48.68	50.61	52.64	54.73	56.93
	53 Hrs	31.70	32.97	34.28	35.68	37.09	38.58	40.11	41.71	43.37	45.12
	56 Hrs	30.00	31.20	32.45	33.77	35.10	36.51	37.96	39.48	41.05	42.70
SR 24	Annual	90,852	94,488	98,328	102,216	106,320	110,532	114,960	119,532	124,344	129,360
	Month	7,571	7,874	8,194	8,518	8,860	9,211	9,580	9,961	10,362	10,780
	40 Hrs	43.68	45.43	47.27	49.14	51.12	53.14	55.27	57.47	59.78	62.19
	42 Hrs	41.60	43.26	45.02	46.80	48.68	50.61	52.64	54.73	56.93	59.23
	53 Hrs	32.97	34.28	35.68	37.09	38.58	40.11	41.71	43.37	45.12	46.94
	56 Hrs	31.20	32.45	33.77	35.10	36.51	37.96	39.48	41.05	42.70	44.42
SR 25	Annual	94,488	98,328	102,216	106,320	110,532	114,960	119,532	124,344	129,360	134,484
	Month	7,874	8,194	8,518	8,860	9,211	9,580	9,961	10,362	10,780	11,207
	40 Hrs	45.43	47.27	49.14	51.12	53.14	55.27	57.47	59.78	62.19	64.66
	42 Hrs	43.26	45.02	46.80	48.68	50.61	52.64	54.73	56.93	59.23	61.58
	53 Hrs	34.28	35.68	37.09	38.58	40.11	41.71	43.37	45.12	46.94	48.80
	56 Hrs	32.45	33.77	35.10	36.51	37.96	39.48	41.05	42.70	44.42	46.18
SR 26	Annual	98,328	102,216	106,320	110,532	114,960	119,532	124,344	129,360	134,484	139,848
	Month	8,194	8,518	8,860	9,211	9,580	9,961	10,362	10,780	11,207	11,654
	40 Hrs	47.27	49.14	51.12	53.14	55.27	57.47	59.78	62.19	64.66	67.23
	42 Hrs	45.02	46.80	48.68	50.61	52.64	54.73	56.93	59.23	61.58	64.03
	53 Hrs	35.68	37.09	38.58	40.11	41.71	43.37	45.12	46.94	48.80	50.74
	56 Hrs	33.77	35.10	36.51	37.96	39.48	41.05	42.70	44.42	46.18	48.02
SR 27	Annual	102,216	106,320	110,532	114,960	119,532	124,344	129,360	134,484	139,848	145,452
	Month	8,518	8,860	9,211	9,580	9,961	10,362	10,780	11,207	11,654	12,121
	40 Hrs	49.14	51.12	53.14	55.27	57.47	59.78	62.19	64.66	67.23	69.93
	42 Hrs	46.80	48.68	50.61	52.64	54.73	56.93	59.23	61.58	64.03	66.60
	53 Hrs	37.09	38.58	40.11	41.71	43.37	45.12	46.94	48.80	50.74	52.78
	56 Hrs	35.10	36.51	37.96	39.48	41.05	42.70	44.42	46.18	48.02	49.95
SR 28	Annual	106,320	110,532	114,960	119,532	124,344	129,360	134,484	139,848	145,452	151,296
	Month	8,860	9,211	9,580	9,961	10,362	10,780	11,207	11,654	12,121	12,608
	40 Hrs	51.12	53.14	55.27	57.47	59.78	62.19	64.66	67.23	69.93	72.74
	42 Hrs	48.68	50.61	52.64	54.73	56.93	59.23	61.58	64.03	66.60	69.27
	53 Hrs	38.58	40.11	41.71	43.37	45.12	46.94	48.80	50.74	52.78	54.90
	56 Hrs	36.51	37.96	39.48	41.05	42.70	44.42	46.18	48.02	49.95	51.96
SR 29	Annual	110,532	114,960	119,532	124,344	129,360	134,484	139,848	145,452	151,296	157,320
	Month	9,211	9,580	9,961	10,362	10,780	11,207	11,654	12,121	12,608	13,110
	40 Hrs	53.14	55.27	57.47	59.78	62.19	64.66	67.23	69.93	72.74	75.63
	42 Hrs	50.61	52.64	54.73	56.93	59.23	61.58	64.03	66.60	69.27	72.03
	53 Hrs	40.11	41.71	43.37	45.12	46.94	48.80	50.74	52.78	54.90	57.08
	56 Hrs	37.96	39.48	41.05	42.70	44.42	46.18	48.02	49.95	51.96	54.02
SR 30	Annual	114,960	119,532	124,344	129,360	134,484	139,848	145,452	151,296	157,320	163,584
	Month	9,580	9,961	10,362	10,780	11,207	11,654	12,121	12,608	13,110	13,632
	40 Hrs	55.27	57.47	59.78	62.19	64.66	67.23	69.93	72.74	75.63	78.65
	42 Hrs	52.64	54.73	56.93	59.23	61.58	64.03	66.60	69.27	72.03	74.90
	53 Hrs	41.71	43.37	45.12	46.94	48.80	50.74	52.78	54.90	57.08	59.36
	56 Hrs	39.48	41.05	42.70	44.42	46.18	48.02	49.95	51.96	54.02	56.18
SR 31	Annual	119,532	124,344	129,360	134,484	139,848	145,452	151,296	157,320	163,584	170,124
	Month	9,961	10,362	10,780	11,207	11,654	12,121	12,608	13,110	13,632	14,177
	40 Hrs	57.47	59.78	62.19	64.66	67.23	69.93	72.74	75.63	78.65	81.79
	42 Hrs	54.73	56.93	59.23	61.58	64.03	66.60	69.27	72.03	74.90	77.90
	53 Hrs	43.37	45.12	46.94	48.80	50.74	52.78	54.90	57.08	59.36	61.73
	56 Hrs	41.05	42.70	44.42	46.18	48.02	49.95	51.96	54.02	56.18	58.42

EXHIBIT G

EMCP Salary Schedule (BU 11)				
Effective 07/01/2024				
	MONTHLY		ANNUAL	
	Minimum	Maximum	Minimum	Maximum
EM-01	\$7,598	\$11,896	\$91,176	\$142,752
EM-02	\$7,977	\$12,491	\$95,724	\$149,892
EM-03	\$8,376	\$13,114	\$100,512	\$157,368
EM-04	\$8,797	\$13,769	\$105,564	\$165,228
EM-05	\$9,237	\$14,456	\$110,844	\$173,472
EM-06	\$9,698	\$15,180	\$116,376	\$182,160
EM-07	\$10,178	\$15,939	\$122,136	\$191,268
EM-08	\$10,693	\$16,740	\$128,316	\$200,880
ES-01	\$11,014	\$17,237	\$132,168	\$206,844
ES-02	\$11,342	\$17,759	\$136,104	\$213,108
ES-03	\$11,688	\$18,289	\$140,256	\$219,468

EXHIBIT H

WIRP Table IV (BU 11)		
Effective 07/01/2024		
EM-01	\$172	\$2,064
EM-02	\$181	\$2,172
EM-03	\$190	\$2,280
EM-04	\$199	\$2,388
EM-05	\$209	\$2,508
EM-06	\$219	\$2,628
EM-07	\$230	\$2,760
EM-08	\$242	\$2,904
ES-01	\$249	\$2,988
ES-02	\$257	\$3,084
ES-03	\$264	\$3,168

Police
Officer
("PO")

Step
Cum. # Yrs.

Pay
Range

Annual
Month
Hour

EXHIBIT D
Salary Schedule

JULY 1, 2024
5% ATB

PO	A	B	C	D	L1	L2	L3	L4	L5	L6
Yrs.	0 - 3	4 - 6	7 - 9	10 - 12	13 - 15	16 - 18	19 - 21	22 - 24	25 - 27	28+
4	70,308	73,128	76,008	79,008	82,284	85,464	88,884	92,532	96,480	100,428
	5,859	6,094	6,334	6,584	6,857	7,122	7,407	7,711	8,040	8,369
	33.80	35.16	36.54	37.98	39.56	41.09	42.73	44.49	46.38	48.28
5	76,008	76,008	79,008	82,284	85,464	88,884	92,532	96,480	100,428	104,508
	6,334	6,334	6,584	6,857	7,122	7,407	7,711	8,040	8,369	8,709
	36.54	36.54	37.98	39.56	41.09	42.73	44.49	46.38	48.28	50.24
7	79,008	82,284	85,464	88,884	96,480	100,428	104,508	108,996	113,748	118,680
	6,584	6,857	7,122	7,407	8,040	8,369	8,709	9,083	9,479	9,890
	37.98	39.56	41.09	42.73	46.38	48.28	50.24	52.40	54.69	57.06
9	85,464	88,884	92,532	96,480	100,428	104,508	108,996	113,748	118,680	123,780
	7,122	7,407	7,711	8,040	8,369	8,709	9,083	9,479	9,890	10,315
	41.09	42.73	44.49	46.38	48.28	50.24	52.40	54.69	57.06	59.51
11	92,532	96,480	100,428	104,508	108,996	113,748	118,680	123,780	129,264	134,868
	7,711	8,040	8,369	8,709	9,083	9,479	9,890	10,315	10,772	11,239
	44.49	46.38	48.28	50.24	52.40	54.69	57.06	59.51	62.15	64.84
13	100,428	104,508	108,996	113,748	118,680	123,780	129,264	134,868	140,928	147,084
	8,369	8,709	9,083	9,479	9,890	10,315	10,772	11,239	11,744	12,257
	48.28	50.24	52.40	54.69	57.06	59.51	62.15	64.84	67.75	70.71
15	108,996	113,748	118,680	123,780	129,264	134,868	140,928	147,084	153,612	160,512
	9,083	9,479	9,890	10,315	10,772	11,239	11,744	12,257	12,801	13,376
	52.40	54.69	57.06	59.51	62.15	64.84	67.75	70.71	73.85	77.17

EXHIBIT G

EMCP Salary Schedule (BU12) Effective 07/01/24				
	MONTHLY		ANNUAL	
	Minimum	Maximum	Minimum	Maximum
EM-01	\$8,188	\$12,619	\$98,256	\$151,428
EM-02	\$8,596	\$13,250	\$103,152	\$159,000
EM-03	\$9,024	\$13,909	\$108,288	\$166,908
EM-04	\$9,479	\$14,606	\$113,748	\$175,272
EM-05	\$9,953	\$15,334	\$119,436	\$184,008
EM-06	\$10,451	\$16,104	\$125,412	\$193,248
EM-07	\$10,974	\$16,906	\$131,688	\$202,872
EM-08	\$11,524	\$17,752	\$138,288	\$213,024
ES-01	\$11,869	\$18,286	\$142,428	\$219,432
ES-02	\$12,224	\$18,835	\$146,688	\$226,020
ES-03	\$12,595	\$19,398	\$151,140	\$232,776

EXHIBIT H

WIRP Table IV (BU 12) Effective 07/01/24		
EM-01	\$177	\$2,124
EM-02	\$186	\$2,232
EM-03	\$195	\$2,340
EM-04	\$205	\$2,460
EM-05	\$215	\$2,580
EM-06	\$226	\$2,712
EM-07	\$237	\$2,844
EM-08	\$249	\$2,988
ES-01	\$257	\$3,084
ES-02	\$264	\$3,168
ES-03	\$272	\$3,264

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR12	ANN	42,672	44,376	46,128	47,928	49,860	51,864				
	MON	3,556	3,698	3,844	3,994	4,155	4,322				
	8HR	164.16	170.64	177.44	184.32	191.76	199.44				
	HRLY	20.52	21.33	22.18	23.04	23.97	24.93				
SR13	ANN	44,376	46,128	47,928	49,860	51,864	53,940				
	MON	3,698	3,844	3,994	4,155	4,322	4,495				
	8HR	170.64	177.44	184.32	191.76	199.44	207.44				
	HRLY	21.33	22.18	23.04	23.97	24.93	25.93				
SR14	ANN	46,128	47,928	49,860	51,864	53,940	56,064				
	MON	3,844	3,994	4,155	4,322	4,495	4,672				
	8HR	177.44	184.32	191.76	199.44	207.44	215.60				
	HRLY	22.18	23.04	23.97	24.93	25.93	26.95				
SR15	ANN	47,928	49,860	51,864	53,940	56,064	58,296	60,660			
	MON	3,994	4,155	4,322	4,495	4,672	4,858	5,055			
	8HR	184.32	191.76	199.44	207.44	215.60	224.24	233.28			
	HRLY	23.04	23.97	24.93	25.93	26.95	28.03	29.16			
SR16	ANN	49,860	51,864	53,940	56,064	58,296	60,660	63,096	65,664	68,280	71,016
	MON	4,155	4,322	4,495	4,672	4,858	5,055	5,258	5,472	5,690	5,918
	8HR	191.76	199.44	207.44	215.60	224.24	233.28	242.64	252.56	262.64	273.12
	HRLY	23.97	24.93	25.93	26.95	28.03	29.16	30.33	31.57	32.83	34.14
SR17	ANN	51,864	53,940	56,064	58,296	60,660	63,096	65,664	68,280	71,016	73,836
	MON	4,322	4,495	4,672	4,858	5,055	5,258	5,472	5,690	5,918	6,153
	8HR	199.44	207.44	215.60	224.24	233.28	242.64	252.56	262.64	273.12	284.00
	HRLY	24.93	25.93	26.95	28.03	29.16	30.33	31.57	32.83	34.14	35.50
SR18	ANN	53,940	56,064	58,296	60,660	63,096	65,664	68,280	71,016	73,836	76,788
	MON	4,495	4,672	4,858	5,055	5,258	5,472	5,690	5,918	6,153	6,399
	8HR	207.44	215.60	224.24	233.28	242.64	252.56	262.64	273.12	284.00	295.36
	HRLY	25.93	26.95	28.03	29.16	30.33	31.57	32.83	34.14	35.50	36.92
SR19	ANN	56,064	58,296	60,660	63,096	65,664	68,280	71,016	73,836	76,788	79,872
	MON	4,672	4,858	5,055	5,258	5,472	5,690	5,918	6,153	6,399	6,656
	8HR	215.60	224.24	233.28	242.64	252.56	262.64	273.12	284.00	295.36	307.20
	HRLY	26.95	28.03	29.16	30.33	31.57	32.83	34.14	35.50	36.92	38.40

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR20	ANN	58,296	60,660	63,096	65,664	68,280	71,016	73,836	76,788	79,872	83,064
	MON	4,858	5,055	5,258	5,472	5,690	5,918	6,153	6,399	6,656	6,922
	8HR	224.24	233.28	242.64	252.56	262.64	273.12	284.00	295.36	307.20	319.44
	HRLY	28.03	29.16	30.33	31.57	32.83	34.14	35.50	36.92	38.40	39.93
SR21	ANN	60,660	63,096	65,664	68,280	71,016	73,836	76,788	79,872	83,064	86,376
	MON	5,055	5,258	5,472	5,690	5,918	6,153	6,399	6,656	6,922	7,198
	8HR	233.28	242.64	252.56	262.64	273.12	284.00	295.36	307.20	319.44	332.24
	HRLY	29.16	30.33	31.57	32.83	34.14	35.50	36.92	38.40	39.93	41.53
SR22	ANN	63,096	65,664	68,280	71,016	73,836	76,788	79,872	83,064	86,376	89,820
	MON	5,258	5,472	5,690	5,918	6,153	6,399	6,656	6,922	7,198	7,485
	8HR	242.64	252.56	262.64	273.12	284.00	295.36	307.20	319.44	332.24	345.44
	HRLY	30.33	31.57	32.83	34.14	35.50	36.92	38.40	39.93	41.53	43.18
SR23	ANN	65,664	68,280	71,016	73,836	76,788	79,872	83,064	86,376	89,820	93,444
	MON	5,472	5,690	5,918	6,153	6,399	6,656	6,922	7,198	7,485	7,787
	8HR	252.56	262.64	273.12	284.00	295.36	307.20	319.44	332.24	345.44	359.44
	HRLY	31.57	32.83	34.14	35.50	36.92	38.40	39.93	41.53	43.18	44.93
SR24	ANN	71,016	73,836	76,788	79,872	83,064	86,376	89,820	93,444	97,212	101,064
	MON	5,918	6,153	6,399	6,656	6,922	7,198	7,485	7,787	8,101	8,422
	8HR	273.12	284.00	295.36	307.20	319.44	332.24	345.44	359.44	373.92	388.72
	HRLY	34.14	35.50	36.92	38.40	39.93	41.53	43.18	44.93	46.74	48.59
SR25	ANN	73,836	76,788	79,872	83,064	86,376	89,820	93,444	97,212	101,064	105,108
	MON	6,153	6,399	6,656	6,922	7,198	7,485	7,787	8,101	8,422	8,759
	8HR	284.00	295.36	307.20	319.44	332.24	345.44	359.44	373.92	388.72	404.24
	HRLY	35.50	36.92	38.40	39.93	41.53	43.18	44.93	46.74	48.59	50.53
SR26	ANN	76,788	79,872	83,064	86,376	89,820	93,444	97,212	101,064	105,108	109,308
	MON	6,399	6,656	6,922	7,198	7,485	7,787	8,101	8,422	8,759	9,109
	8HR	295.36	307.20	319.44	332.24	345.44	359.44	373.92	388.72	404.24	420.40
	HRLY	36.92	38.40	39.93	41.53	43.18	44.93	46.74	48.59	50.53	52.55
SR27	ANN	79,872	83,064	86,376	89,820	93,444	97,212	101,064	105,108	109,308	113,688
	MON	6,656	6,922	7,198	7,485	7,787	8,101	8,422	8,759	9,109	9,474
	8HR	307.20	319.44	332.24	345.44	359.44	373.92	388.72	404.24	420.40	437.28
	HRLY	38.40	39.93	41.53	43.18	44.93	46.74	48.59	50.53	52.55	54.66

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR28	ANN	86,376	89,820	93,444	97,212	101,064	105,108	109,308	113,688	118,224	122,964
	MON	7,198	7,485	7,787	8,101	8,422	8,759	9,109	9,474	9,852	10,247
	8HR	332.24	345.44	359.44	373.92	388.72	404.24	420.40	437.28	454.72	472.96
	HRLY	41.53	43.18	44.93	46.74	48.59	50.53	52.55	54.66	56.84	59.12
SR29	ANN	89,820	93,444	97,212	101,064	105,108	109,308	113,688	118,224	122,964	127,896
	MON	7,485	7,787	8,101	8,422	8,759	9,109	9,474	9,852	10,247	10,658
	8HR	345.44	359.44	373.92	388.72	404.24	420.40	437.28	454.72	472.96	491.92
	HRLY	43.18	44.93	46.74	48.59	50.53	52.55	54.66	56.84	59.12	61.49
SR30	ANN	93,444	97,212	101,064	105,108	109,308	113,688	118,224	122,964	127,896	132,984
	MON	7,787	8,101	8,422	8,759	9,109	9,474	9,852	10,247	10,658	11,082
	8HR	359.44	373.92	388.72	404.24	420.40	437.28	454.72	472.96	491.92	511.44
	HRLY	44.93	46.74	48.59	50.53	52.55	54.66	56.84	59.12	61.49	63.93
SR31	ANN	97,212	101,064	105,108	109,308	113,688	118,224	122,964	127,896	132,984	138,300
	MON	8,101	8,422	8,759	9,109	9,474	9,852	10,247	10,658	11,082	11,525
	8HR	373.92	388.72	404.24	420.40	437.28	454.72	472.96	491.92	511.44	531.92
	HRLY	46.74	48.59	50.53	52.55	54.66	56.84	59.12	61.49	63.93	66.49
SC01	ANN	101,064	105,108	109,308	113,688	118,224	122,964	127,896	132,984	138,300	143,832
	MON	8,422	8,759	9,109	9,474	9,852	10,247	10,658	11,082	11,525	11,986
	8HR	388.72	404.24	420.40	437.28	454.72	472.96	491.92	511.44	531.92	553.20
	HRLY	48.59	50.53	52.55	54.66	56.84	59.12	61.49	63.93	66.49	69.15
SC02	ANN	105,108	109,308	113,688	118,224	122,964	127,896	132,984	138,300	143,832	149,604
	MON	8,759	9,109	9,474	9,852	10,247	10,658	11,082	11,525	11,986	12,467
	8HR	404.24	420.40	437.28	454.72	472.96	491.92	511.44	531.92	553.20	575.44
	HRLY	50.53	52.55	54.66	56.84	59.12	61.49	63.93	66.49	69.15	71.93
SC03	ANN	109,308	113,688	118,224	122,964	127,896	132,984	138,300	143,832	149,604	155,568
	MON	9,109	9,474	9,852	10,247	10,658	11,082	11,525	11,986	12,467	12,964
	8HR	420.40	437.28	454.72	472.96	491.92	511.44	531.92	553.20	575.44	598.32
	HRLY	52.55	54.66	56.84	59.12	61.49	63.93	66.49	69.15	71.93	74.79

EXHIBIT G

EMCP Salary Schedule (BU 13)				
Effective 07/01/2024				
	MONTHLY		ANNUAL	
	Minimum	Maximum	Minimum	Maximum
EM-01	\$6,546	\$9,338	\$78,552	\$112,056
EM-02	\$6,873	\$9,806	\$82,476	\$117,672
EM-03	\$7,216	\$10,293	\$86,592	\$123,516
EM-04	\$7,578	\$10,812	\$90,936	\$129,744
EM-05	\$7,958	\$11,348	\$95,496	\$136,176
EM-06	\$8,353	\$11,919	\$100,236	\$143,028
EM-07	\$8,773	\$12,515	\$105,276	\$150,180
EM-08	\$9,210	\$13,139	\$110,520	\$157,668
ES-01	\$9,489	\$13,533	\$113,868	\$162,396
ES-02	\$9,772	\$13,941	\$117,264	\$167,292
ES-03	\$10,068	\$14,358	\$120,816	\$172,296

EXHIBIT H

WIRP Table IV(BU 13)		
Effective 07/01/2024		
EM-01	\$127	\$1,524
EM-02	\$133	\$1,596
EM-03	\$140	\$1,680
EM-04	\$147	\$1,764
EM-05	\$154	\$1,848
EM-06	\$162	\$1,944
EM-07	\$170	\$2,040
EM-08	\$179	\$2,148
ES-01	\$184	\$2,208
ES-02	\$190	\$2,280
ES-03	\$195	\$2,340

County of Maui
ENGINEER SALARY SCHEDULE

Attachment 1

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
EN18	ANN	65,760	67,560	69,408	71,328	73,296	75,300	77,376	79,512	81,696	83,940
	MON	5,480	5,630	5,784	5,944	6,108	6,275	6,448	6,626	6,808	6,995
	8HR	252.96	259.84	266.96	274.32	281.92	289.60	297.60	305.84	314.24	322.88
	HRLY	31.62	32.48	33.37	34.29	35.24	36.20	37.20	38.23	39.28	40.36
EN19	ANN	68,328	70,212	72,132	74,124	76,164	78,252	80,400	82,620	84,888	87,228
	MON	5,694	5,851	6,011	6,177	6,347	6,521	6,700	6,885	7,074	7,269
	8HR	262.80	270.08	277.44	285.12	292.96	300.96	309.20	317.76	326.48	335.52
	HRLY	32.85	33.76	34.68	35.64	36.62	37.62	38.65	39.72	40.81	41.94
EN20	ANN	71,016	72,972	74,976	77,028	79,152	81,324	83,556	85,860	88,224	90,648
	MON	5,918	6,081	6,248	6,419	6,596	6,777	6,963	7,155	7,352	7,554
	8HR	273.12	280.64	288.40	296.24	304.40	312.80	321.36	330.24	339.36	348.64
	HRLY	34.14	35.08	36.05	37.03	38.05	39.10	40.17	41.28	42.42	43.58
EN21	ANN	73,800	75,828	77,916	80,052	82,260	84,516	86,844	89,232	91,680	94,200
	MON	6,150	6,319	6,493	6,671	6,855	7,043	7,237	7,436	7,640	7,850
	8HR	283.84	291.68	299.68	307.92	316.40	325.04	334.00	343.20	352.64	362.32
	HRLY	35.48	36.46	37.46	38.49	39.55	40.63	41.75	42.90	44.08	45.29
EN22	ANN	76,704	78,816	80,976	83,196	85,488	87,840	90,252	92,736	95,280	97,908
	MON	6,392	6,568	6,748	6,933	7,124	7,320	7,521	7,728	7,940	8,159
	8HR	295.04	303.12	311.44	320.00	328.80	337.84	347.12	356.64	366.48	376.56
	HRLY	36.88	37.89	38.93	40.00	41.10	42.23	43.39	44.58	45.81	47.07
EN23	ANN	79,800	82,008	84,252	86,568	88,956	91,404	93,912	96,504	99,144	101,868
	MON	6,650	6,834	7,021	7,214	7,413	7,617	7,826	8,042	8,262	8,489
	8HR	306.96	315.44	324.08	332.96	342.16	351.52	361.20	371.20	381.36	391.84
	HRLY	38.37	39.43	40.51	41.62	42.77	43.94	45.15	46.40	47.67	48.98
EN24	ANN	94,728	97,332	100,008	102,756	105,576	108,480	111,468	114,540	117,684	120,912
	MON	7,894	8,111	8,334	8,563	8,798	9,040	9,289	9,545	9,807	10,076
	8HR	364.32	374.32	384.64	395.20	406.08	417.20	428.72	440.56	452.64	465.04
	HRLY	45.54	46.79	48.08	49.40	50.76	52.15	53.59	55.07	56.58	58.13

County of Maui
ENGINEER SALARY SCHEDULE

Attachment 1

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
EN25	ANN	98,436	101,148	103,932	106,788	109,728	112,752	115,848	119,028	122,292	125,664
	MON	8,203	8,429	8,661	8,899	9,144	9,396	9,654	9,919	10,191	10,472
	8HR	378.64	389.04	399.76	410.72	422.00	433.68	445.60	457.84	470.32	483.36
	HRLY	47.33	48.63	49.97	51.34	52.75	54.21	55.70	57.23	58.79	60.42
EN26	ANN	102,300	105,120	108,012	110,988	114,036	117,168	120,396	123,696	127,104	130,596
	MON	8,525	8,760	9,001	9,249	9,503	9,764	10,033	10,308	10,592	10,883
	8HR	393.44	404.32	415.44	426.88	438.64	450.64	463.04	475.76	488.88	502.32
	HRLY	49.18	50.54	51.93	53.36	54.83	56.33	57.88	59.47	61.11	62.79
EN27	ANN	106,404	109,332	112,332	115,428	118,608	121,860	125,220	128,664	132,204	135,828
	MON	8,867	9,111	9,361	9,619	9,884	10,155	10,435	10,722	11,017	11,319
	8HR	409.28	420.48	432.08	443.92	456.16	468.72	481.60	494.88	508.48	522.40
	HRLY	51.16	52.56	54.01	55.49	57.02	58.59	60.20	61.86	63.56	65.30
EN28	ANN	115,092	118,260	121,512	124,860	128,304	131,820	135,444	139,164	142,992	146,916
	MON	9,591	9,855	10,126	10,405	10,692	10,985	11,287	11,597	11,916	12,243
	8HR	442.64	454.88	467.36	480.24	493.44	507.04	520.96	535.28	550.00	565.04
	HRLY	55.33	56.86	58.42	60.03	61.68	63.38	65.12	66.91	68.75	70.63

Attachment 2

Engineer Class Titles
County of Maui

Class Title

1. Civil Engineer I through VI
2. Electrical Engineer I through V
3. Mechanical Engineer I through V

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit 15: State and County Ocean Safety and Water Safety Officers

EXHIBIT D

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR11	ANN	44,484	46,344	48,120	50,160	52,128	54,204	56,328	58,584	60,948	63,360	65,928	68,520
	MON	3,707	3,862	4,010	4,180	4,344	4,517	4,694	4,882	5,079	5,280	5,494	5,710
	8HR	171.12	178.24	185.04	192.96	200.48	208.48	216.64	225.36	234.40	243.68	253.60	263.52
	HRLY	21.39	22.28	23.13	24.12	25.06	26.06	27.08	28.17	29.30	30.46	31.70	32.94
SR12	ANN	46,344	48,120	50,160	52,128	54,204	56,328	58,584	60,948	63,360	65,928	68,520	71,280
	MON	3,862	4,010	4,180	4,344	4,517	4,694	4,882	5,079	5,280	5,494	5,710	5,940
	8HR	178.24	185.04	192.96	200.48	208.48	216.64	225.36	234.40	243.68	253.60	263.52	274.16
	HRLY	22.28	23.13	24.12	25.06	26.06	27.08	28.17	29.30	30.46	31.70	32.94	34.27
SR13	ANN	48,120	50,160	52,128	54,204	56,328	58,584	60,948	63,360	65,928	68,520	71,280	74,112
	MON	4,010	4,180	4,344	4,517	4,694	4,882	5,079	5,280	5,494	5,710	5,940	6,176
	8HR	185.04	192.96	200.48	208.48	216.64	225.36	234.40	243.68	253.60	263.52	274.16	285.04
	HRLY	23.13	24.12	25.06	26.06	27.08	28.17	29.30	30.46	31.70	32.94	34.27	35.63
SR14	ANN	50,160	52,128	54,204	56,328	58,584	60,948	63,360	65,928	68,520	71,280	74,112	77,088
	MON	4,180	4,344	4,517	4,694	4,882	5,079	5,280	5,494	5,710	5,940	6,176	6,424
	8HR	192.96	200.48	208.48	216.64	225.36	234.40	243.68	253.60	263.52	274.16	285.04	296.48
	HRLY	24.12	25.06	26.06	27.08	28.17	29.30	30.46	31.70	32.94	34.27	35.63	37.06
SR15	ANN	52,128	54,204	56,328	58,584	60,948	63,360	65,928	68,520	71,280	74,112	77,088	80,196
	MON	4,344	4,517	4,694	4,882	5,079	5,280	5,494	5,710	5,940	6,176	6,424	6,683
	8HR	200.48	208.48	216.64	225.36	234.40	243.68	253.60	263.52	274.16	285.04	296.48	308.48
	HRLY	25.06	26.06	27.08	28.17	29.30	30.46	31.70	32.94	34.27	35.63	37.06	38.56
SR16	ANN	54,204	56,328	58,584	60,948	63,360	65,928	68,520	71,280	74,112	77,088	80,196	83,376
	MON	4,517	4,694	4,882	5,079	5,280	5,494	5,710	5,940	6,176	6,424	6,683	6,948
	8HR	208.48	216.64	225.36	234.40	243.68	253.60	263.52	274.16	285.04	296.48	308.48	320.64
	HRLY	26.06	27.08	28.17	29.30	30.46	31.70	32.94	34.27	35.63	37.06	38.56	40.08
SR17	ANN	56,328	58,584	60,948	63,360	65,928	68,520	71,280	74,112	77,088	80,196	83,376	86,736
	MON	4,694	4,882	5,079	5,280	5,494	5,710	5,940	6,176	6,424	6,683	6,948	7,228
	8HR	216.64	225.36	234.40	243.68	253.60	263.52	274.16	285.04	296.48	308.48	320.64	333.60
	HRLY	27.08	28.17	29.30	30.46	31.70	32.94	34.27	35.63	37.06	38.56	40.08	41.70
SR18	ANN	58,584	60,948	63,360	65,928	68,520	71,280	74,112	77,088	80,196	83,376	86,736	90,276
	MON	4,882	5,079	5,280	5,494	5,710	5,940	6,176	6,424	6,683	6,948	7,228	7,523
	8HR	225.36	234.40	243.68	253.60	263.52	274.16	285.04	296.48	308.48	320.64	333.60	347.20
	HRLY	28.17	29.30	30.46	31.70	32.94	34.27	35.63	37.06	38.56	40.08	41.70	43.40

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit 15: State and County Ocean Safety and Water Safety Officers

EXHIBIT D

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR19	ANN	60,948	63,360	65,928	68,520	71,280	74,112	77,088	80,196	83,376	86,736	90,276	93,840
	MON	5,079	5,280	5,494	5,710	5,940	6,176	6,424	6,683	6,948	7,228	7,523	7,820
	8HR	234.40	243.68	253.60	263.52	274.16	285.04	296.48	308.48	320.64	333.60	347.20	360.96
	HRLY	29.30	30.46	31.70	32.94	34.27	35.63	37.06	38.56	40.08	41.70	43.40	45.12
SR20	ANN	63,360	65,928	68,520	71,280	74,112	77,088	80,196	83,376	86,736	90,276	93,840	97,596
	MON	5,280	5,494	5,710	5,940	6,176	6,424	6,683	6,948	7,228	7,523	7,820	8,133
	8HR	243.68	253.60	263.52	274.16	285.04	296.48	308.48	320.64	333.60	347.20	360.96	375.36
	HRLY	30.46	31.70	32.94	34.27	35.63	37.06	38.56	40.08	41.70	43.40	45.12	46.92
SR21	ANN	65,928	68,520	71,280	74,112	77,088	80,196	83,376	86,736	90,276	93,840	97,596	101,508
	MON	5,494	5,710	5,940	6,176	6,424	6,683	6,948	7,228	7,523	7,820	8,133	8,459
	8HR	253.60	263.52	274.16	285.04	296.48	308.48	320.64	333.60	347.20	360.96	375.36	390.40
	HRLY	31.70	32.94	34.27	35.63	37.06	38.56	40.08	41.70	43.40	45.12	46.92	48.80
SR22	ANN	68,520	71,280	74,112	77,088	80,196	83,376	86,736	90,276	93,840	97,596	101,508	105,576
	MON	5,710	5,940	6,176	6,424	6,683	6,948	7,228	7,523	7,820	8,133	8,459	8,798
	8HR	263.52	274.16	285.04	296.48	308.48	320.64	333.60	347.20	360.96	375.36	390.40	406.08
	HRLY	32.94	34.27	35.63	37.06	38.56	40.08	41.70	43.40	45.12	46.92	48.80	50.76
SR23	ANN	71,280	74,112	77,088	80,196	83,376	86,736	90,276	93,840	97,596	101,508	105,576	109,764
	MON	5,940	6,176	6,424	6,683	6,948	7,228	7,523	7,820	8,133	8,459	8,798	9,147
	8HR	274.16	285.04	296.48	308.48	320.64	333.60	347.20	360.96	375.36	390.40	406.08	422.16
	HRLY	34.27	35.63	37.06	38.56	40.08	41.70	43.40	45.12	46.92	48.80	50.76	52.77
SR24	ANN	74,112	77,088	80,196	83,376	86,736	90,276	93,840	97,596	101,508	105,576	109,764	114,156
	MON	6,176	6,424	6,683	6,948	7,228	7,523	7,820	8,133	8,459	8,798	9,147	9,513
	8HR	285.04	296.48	308.48	320.64	333.60	347.20	360.96	375.36	390.40	406.08	422.16	439.04
	HRLY	35.63	37.06	38.56	40.08	41.70	43.40	45.12	46.92	48.80	50.76	52.77	54.88
SR25	ANN	77,088	80,196	83,376	86,736	90,276	93,840	97,596	101,508	105,576	109,764	114,156	118,704
	MON	6,424	6,683	6,948	7,228	7,523	7,820	8,133	8,459	8,798	9,147	9,513	9,892
	8HR	296.48	308.48	320.64	333.60	347.20	360.96	375.36	390.40	406.08	422.16	439.04	456.56
	HRLY	37.06	38.56	40.08	41.70	43.40	45.12	46.92	48.80	50.76	52.77	54.88	57.07
SR26	ANN	80,196	83,376	86,736	90,276	93,840	97,596	101,508	105,576	109,764	114,156	118,704	123,540
	MON	6,683	6,948	7,228	7,523	7,820	8,133	8,459	8,798	9,147	9,513	9,892	10,295
	8HR	308.48	320.64	333.60	347.20	360.96	375.36	390.40	406.08	422.16	439.04	456.56	475.12
	HRLY	38.56	40.08	41.70	43.40	45.12	46.92	48.80	50.76	52.77	54.88	57.07	59.39

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit 15: State and County Ocean Safety and Water Safety Officers

EXHIBIT D

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR27	ANN	83,376	86,736	90,276	93,840	97,596	101,508	105,576	109,764	114,156	118,704	123,540	128,496
	MON	6,948	7,228	7,523	7,820	8,133	8,459	8,798	9,147	9,513	9,892	10,295	10,708
	8HR	320.64	333.60	347.20	360.96	375.36	390.40	406.08	422.16	439.04	456.56	475.12	494.24
	HRLY	40.08	41.70	43.40	45.12	46.92	48.80	50.76	52.77	54.88	57.07	59.39	61.78
SR28	ANN	86,736	90,276	93,840	97,596	101,508	105,576	109,764	114,156	118,704	123,540	128,496	133,488
	MON	7,228	7,523	7,820	8,133	8,459	8,798	9,147	9,513	9,892	10,295	10,708	11,124
	8HR	333.60	347.20	360.96	375.36	390.40	406.08	422.16	439.04	456.56	475.12	494.24	513.44
	HRLY	41.70	43.40	45.12	46.92	48.80	50.76	52.77	54.88	57.07	59.39	61.78	64.18
SR29	ANN	90,276	93,840	97,596	101,508	105,576	109,764	114,156	118,704	123,540	128,496	133,488	138,876
	MON	7,523	7,820	8,133	8,459	8,798	9,147	9,513	9,892	10,295	10,708	11,124	11,573
	8HR	347.20	360.96	375.36	390.40	406.08	422.16	439.04	456.56	475.12	494.24	513.44	534.16
	HRLY	43.40	45.12	46.92	48.80	50.76	52.77	54.88	57.07	59.39	61.78	64.18	66.77

EXHIBIT O

EMCP Salary Schedule (BU 15) Effective 07/01/2024				
	MONTHLY		ANNUAL	
	Minimum	Maximum	Minimum	Maximum
EM-01	\$6,176	\$9,513	\$74,112	\$114,156
EM-02	\$6,424	\$9,892	\$77,088	\$118,704
EM-03	\$6,683	\$10,295	\$80,196	\$123,540
EM-04	\$6,948	\$10,708	\$83,376	\$128,496
EM-05	\$7,228	\$11,124	\$86,736	\$133,488
EM-06	\$7,523	\$11,573	\$90,276	\$138,876
EM-07	\$7,820	\$12,036	\$93,840	\$144,431
EM-08	\$8,133	\$12,517	\$97,596	\$150,208
ES-01	\$8,459	\$13,018	\$101,508	\$156,217
ES-02	\$8,798	\$13,539	\$105,576	\$162,465
ES-03	\$9,147	\$14,080	\$109,764	\$168,964

EXHIBIT P

WIRP Table IV(BU 15) Effective 07/01/2024		
EM-01	\$152	\$1,824
EM-02	\$158	\$1,896
EM-03	\$164	\$1,968
EM-04	\$171	\$2,052
EM-05	\$177	\$2,124
EM-06	\$184	\$2,208
EM-07	\$192	\$2,304
EM-08	\$199	\$2,388
ES-01	\$207	\$2,484
ES-02	\$215	\$2,580
ES-03	\$224	\$2,688

BFED Committee

From: Janina E. Agapay <Janina.E.Agapay@co.maui.hi.us>
Sent: Friday, March 28, 2025 9:47 AM
To: BFED Committee
Cc: Cynthia M. Razo-Porter; Kainea K. Aiwohi-Alo; Andrea M. Rock-Mendes
Subject: (BFED-1)(PS-01)
Attachments: (BFED-1)(PS-01).pdf

Hello,

Please see attached (BFED-1)(PS-01).

Thank you,

Janina Agapay

County of Maui | Budget Office

Phone: (808) 270-7836

Email: Janina.E.Agapay@co.maui.hi.us