

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 27, 2024

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

Dear Ms. Razo-Porter:

SUBJECT: **FISCAL YEAR ("FY") 2025 BUDGET** (BFED-1) (PS-2)

To assist the Budget, Finance, and Economic Development Committee with its review of the Mayor's Proposed FY 2025 Budget, may I please request you provide the following:

1. The pay scales used to determine the FY 2025 salaries for employees in Bargaining Units 1, 2, 3, 4, 11, 12, 13, and 15, and for excluded managerial employees.
2. Copies of correspondence received by your Department from the Salary Commission relating to the FY 2025 salaries for employees of the Departments of Human Concerns, Housing, and 'Ōiwi Resources, and the East Maui Water Authority.

May I further request you transmit your response for bfed.committee@mauicounty.us by **April 1, 2024**. To ensure efficient processing, please include the relevant Committee item number in the subject line of your response.

Should you have any questions, please contact me or the Committee staff (James Krueger at ext. 7761, Kasie Apo Takayama at ext. 7665, or Yvette Bouthillier at ext. 7758).

Sincerely,

A handwritten signature in black ink that reads "Yuki Lei K. Sugimura".

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

bfed:2025bgt:240326aps01:jgk
cc: Mayor Richard T. Bissen, Jr.
Budget Director

BFED Committee

From: BFED Committee
Sent: Wednesday, March 27, 2024 5:11 PM
To: Cynthia Razo
Cc: BFED Committee; Andrea.M.Rock-mendes@co.maui.hi.us; Michelle Santos; Zeke Kalua; Maria Zielinski; Lesley Milner; Kristina Cabbat
Subject: PLEASE READ attached letter re: FISCAL YEAR ("FY") 2025 BUDGET (BFED 1); (PS-2)
Attachments: 240326aps01 signed.pdf

Ms. Razo-Porter: Please refer to the attached letter from the Budget, Finance, and Economic Development (BFED) Committee Chair, dated March 27, 2024. Please respond by **April 1, 2024**

Mayor's Office (attention: Michelle Santos and Zeke Kalua): Please forward the attached letter to Mayor Bissen for his information.

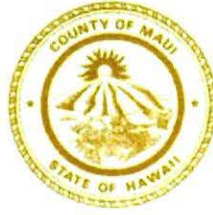
Ms. Zielinski: FYI

Thank you,
Yvette Bouthillier, Secretary
BFED Committee

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

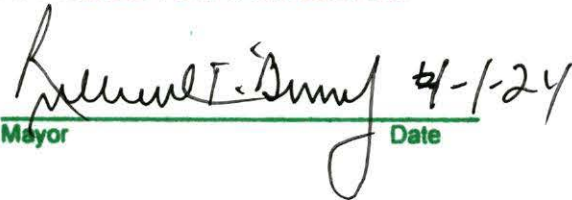
Website: www.mauicounty.gov/departments/Personnel • Email: personnel.services@mauicounty.gov

March 28, 2024

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

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

APPROVED FOR TRANSMITTAL


Mayor **Date** 3/28/24

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 ("FY") 2025 BUDGET (BFED-1) (PS-2)

We are in receipt of your communication (BFED-1) (PS-2), which requests answers to several questions regarding the salaries for employees in FY 2025. Please find our responses below.

Question 1. The pay scales used to determine the FY 2025 salaries for employees in Bargaining Units 1, 2, 3, 4, 11, 12, 13, and 15, and for excluded managerial employees.

Please see the attached salary schedules for all of the Bargaining Unit and EMCP employees as requested.

Question 2. Copies of correspondence received by your Department from the Salary Commission relating to the FY 2025 salaries for employees of the Departments of Human Concerns, Housing, 'Ōiwi Resources, and the East Maui Authority.

Honorable Chair Sugimura
March 28, 2024
Page 2

As requested, please see the attached correspondence received from the Salary Commission dated February 2, 2024, and our June 14, 2023, response to the Salary Commission's request for information in regard to setting the salary for the East Maui Water Authority.

Thank you for the opportunity to assist the Budget, Finance, and Economic Development Committee.

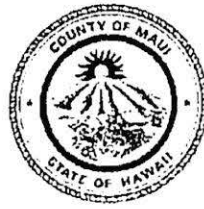
Sincerely,



CYNTHIA M. RAZO-PORTER
Director of Personnel Services

RECEIVED

By Office of the Mayor-Maui County Boards & Commissions at 3:38 pm, Jun 14, 2023



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

June 14, 2023

Scott Parker, Chair
and Members of the Salary Commission
County of Maui
200 South High Street
Wailuku, HI 96793

Dear Chair Parker and Members of the Salary Commission:

SUBJECT: REQUEST FOR INFORMATION

At its meeting of May 12, 2023, the Salary Commission requested information to help inform its decision-making process with regard to setting the salary for the East Maui Water Authority.

In communications with the other county jurisdictions, none have a regional water authority in their respective jurisdiction.

The State of Hawaii does not have regional water authorities. The Department of Land and Natural Resources has the Commission on Water Resource Management, which consists of seven unpaid members who serve for a limited term. The Commission has jurisdiction over land-based surface water and ground water resources, but not coastal waters. The protection and management of these water resources is carried out through resource assessments, planning, and regulation. Generally, the Commission is responsible for addressing water quantity issues, while water quality issues are under the purview of the State Department of Health.

Thank you for the opportunity to assist the Commission.

Sincerely,

A handwritten signature in black ink that reads "Cynthia M. Razo-Porter". The signature is written in a cursive, flowing style.

CYNTHIA M. RAZO-PORTER
Director of Personnel Services

CMR

AN EQUAL OPPORTUNITY EMPLOYER

RICHARD T. BISSEN, JR.
Mayor

JOSIAH K. NISHITA
Managing Director



OFFICE OF THE MAYOR
COUNTY OF MAUI
200 SOUTH HIGH STREET
WAILUKU, MAUI, HAWAII 96793
Boards.commissions@mauicounty.gov

February 2, 2024

Honorable Richard T. Bissen, Jr.
Mayor, County of Maui
200 South High Street, 8th Floor
Wailuku, Hawaii 96793

For Transmittal to:

Cynthia Razo-Porter
Director of Personnel Services
200 South High Street
Wailuku, Hawaii 96793

Dear Ms. Razo-Porter:

SUBJECT: SALARY COMMISSION MEETING ON FEBRUARY 09, 2024

The Salary Commission is requesting your attendance at its next scheduled meeting for Friday, February 09, 2024 at 9:00 a.m. via Webex or in the County of Maui Service Center, Dept. of Liquor Conference Room. The Salary Commission is requesting provision of information regarding comparable data of current and upcoming salaries for Directors and Deputy Directors for the following Departments: Housing, Human Concerns, and 'Ōiwi Resources.

Additionally, for the purposes of determining current County of Maui salaries, for appointed department directors and deputy directors, the provision of comparable data, related to the salaries of current Director and Deputy Director positions from the counties of Honolulu, Kaua'i, and Hawai'i would be beneficial to the commission's discussion and deliberation.

If you have any questions, please feel free to contact Cory Lynn Vicens, Boards and Commissions Liaison to the Mayor at (808) 270-8222.

APPROVED FOR TRANSMITTAL

Handwritten signature of Richard T. Bissen, Jr. in blue ink, written over a horizontal line. Below the line, the word "Mayor" is printed on the left and "Date" is printed on the right. To the right of the signature, the date "2-5-24" is handwritten in blue ink.

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

Bargaining Unit 13 - Professional and Scientific Employees
SALARY SCHEDULE
July 1, 2024

Exhibit D

		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

Bargaining Unit 13 - Professional and Scientific Employees
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Exhibit D

		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

Bargaining Unit 13 - Professional and Scientific Employees
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Exhibit D

		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

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

Bargaining Unit 4 - White Collar Supervisors
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Exhibit D

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
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

Bargaining Unit 4 - White Collar Supervisors
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Exhibit D

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
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

Bargaining Unit 4 - White Collar Supervisors
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Exhibit D

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
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

Bargaining Unit 4 - White Collar Supervisors
SALARY SCHEDULE
July 1, 2024

Exhibit D

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
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

NOTE: The official salary schedule for bargaining unit 4 ends with salary range SC-3. Salary ranges SR-30, SR-31, SC-1, SC-2 and SC-3 have been omitted in the printing of the unit 4 salary schedules in the collective bargaining agreement. Currently, the highest salary range used for unit 4 classes is SR-29.

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

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 Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	63,864 5,322 30.70 29.24 23.17 21.93									
SR 16	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	66,384 5,532 31.92 30.40 24.09 22.80	69,060 5,755 33.20 31.62 25.06 23.72	71,808 5,984 34.52 32.88 26.06 24.66	74,664 6,222 35.90 34.19 27.09 25.64	77,664 6,472 37.34 35.56 28.18 26.67	80,760 6,730 38.83 36.98 29.30 27.73	83,976 6,998 40.37 38.45 30.47 28.84	87,360 7,280 42.00 40.00 31.70 30.00	90,852 7,571 43.68 41.60 32.97 31.20	94,488 7,874 45.43 43.26 34.28 32.45
SR 17	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	69,060 5,755 33.20 31.62 25.06 23.72	71,808 5,984 34.52 32.88 26.06 24.66	74,664 6,222 35.90 34.19 27.09 25.64	77,664 6,472 37.34 35.56 28.18 26.67	80,760 6,730 38.83 36.98 29.30 27.73	83,976 6,998 40.37 38.45 30.47 28.84	87,360 7,280 42.00 40.00 31.70 30.00	90,852 7,571 43.68 41.60 32.97 31.20	94,488 7,874 45.43 43.26 34.28 32.45	98,328 8,194 47.27 45.02 37.09 33.77
SR 18	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	71,808 5,984 34.52 32.88 26.06 24.66	74,664 6,222 35.90 34.19 27.09 25.64	77,664 6,472 37.34 36.98 29.30 26.67	80,760 6,730 38.83 40.37 30.47 27.73	83,976 6,998 40.37 38.45 31.70 28.84	87,360 7,280 42.00 43.68 32.97 30.00	90,852 7,571 43.68 45.43 34.28 31.20	94,488 7,874 45.43 47.27 35.68 32.45	98,328 8,194 47.27 45.02 37.09 33.77	102,216 8,518 49.14 46.80 37.09 35.10
SR 19	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	74,664 6,222 35.90 34.19 27.09 25.64	77,664 6,472 37.34 35.56 28.18 26.67	80,760 6,730 38.83 40.37 30.47 27.73	83,976 6,998 40.37 38.45 31.70 28.84	87,360 7,280 42.00 43.68 32.97 30.00	90,852 7,571 43.68 45.43 34.28 31.20	94,488 7,874 45.43 47.27 35.68 32.45	98,328 8,194 47.27 45.02 37.09 33.77	102,216 8,518 49.14 46.80 37.09 35.10	106,320 8,860 51.12 48.68 38.58 36.51
SR 20	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	77,664 6,472 37.34 35.56 28.18 26.67	80,760 6,730 38.83 36.98 29.30 27.73	83,976 6,998 40.37 40.00 31.70 28.84	87,360 7,280 42.00 44.00 32.97 30.00	90,852 7,571 43.68 45.43 34.28 31.20	94,488 7,874 45.43 47.27 35.68 32.45	98,328 8,194 47.27 49.14 37.09 33.77	102,216 8,518 49.14 51.12 38.58 35.10	106,320 8,860 51.12 48.68 38.58 36.51	110,532 9,211 53.14 50.61 40.11 37.96
SR 21	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	80,760 6,730 38.83 36.98 29.30 27.73	83,976 6,998 40.37 38.45 30.47 28.84	87,360 7,280 42.00 41.60 31.70 30.00	90,852 7,571 43.68 43.26 32.97 31.20	94,488 7,874 45.43 45.02 34.28 32.45	98,328 8,194 47.27 46.80 35.68 33.77	102,216 8,518 49.14 46.80 37.09 35.10	106,320 8,860 51.12 48.68 38.58 36.51	110,532 9,211 53.14 50.61 40.11 37.96	114,960 9,580 55.27 52.64 41.71 39.48
SR 22	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	83,976 6,998 40.37 38.45 30.47 28.84	87,360 7,280 42.00 40.00 31.70 30.00	90,852 7,571 43.68 41.60 32.97 31.20	94,488 7,874 45.43 43.26 34.28 32.45	98,328 8,194 47.27 45.02 35.68 33.77	102,216 8,518 49.14 46.80 37.09 35.10	106,320 8,860 51.12 48.68 38.58 36.51	110,532 9,211 53.14 50.61 40.11 37.96	114,960 9,580 55.27 52.64 41.71 39.48	119,532 9,961 57.47 54.73 43.37 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 (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

EXHIBIT D
Salary Schedule

JULY 1, 2024
5% ATB

PO	A	B	C	D	L1	L2	L3	L4	L5	L6
Years	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

State of Hawaii
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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			

State of Hawaii
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Effective Date: 07/01/2022
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
WF01	ANN	46,812	WF09	ANN	64,536	F101	ANN	49,824	F109	ANN	68,676
	MON	3,901		MON	5,378		MON	4,152		MON	5,723
	8HR	180.08		8HR	248.24		8HR	191.60		8HR	264.16
	HRLY	22.51		HRLY	31.03		HRLY	23.95		HRLY	33.02
WF02	ANN	48,708	WF10	ANN	67,140	F102	ANN	51,864	F110	ANN	71,460
	MON	4,059		MON	5,595		MON	4,322		MON	5,955
	8HR	187.36		8HR	258.24		8HR	199.44		8HR	274.88
	HRLY	23.42		HRLY	32.28		HRLY	24.93		HRLY	34.36
WF03	ANN	50,256	WF11	ANN	69,816	F103	ANN	53,532	F111	ANN	74,328
	MON	4,188		MON	5,818		MON	4,461		MON	6,194
	8HR	193.28		8HR	268.56		8HR	205.92		8HR	285.84
	HRLY	24.16		HRLY	33.57		HRLY	25.74		HRLY	35.73
WF04	ANN	52,272	WF12	ANN	72,528	F104	ANN	55,716	F112	ANN	77,304
	MON	4,356		MON	6,044		MON	4,643		MON	6,442
	8HR	201.04		8HR	278.96		8HR	214.32		8HR	297.36
	HRLY	25.13		HRLY	34.87		HRLY	26.79		HRLY	37.17
WF05	ANN	54,360	WF13	ANN	75,516	F105	ANN	58,656	F113	ANN	80,376
	MON	4,530		MON	6,293		MON	4,888		MON	6,698
	8HR	209.04		8HR	290.48		8HR	225.60		8HR	309.12
	HRLY	26.13		HRLY	36.31		HRLY	28.20		HRLY	38.64
WF06	ANN	56,556	WF14	ANN	78,480	F106	ANN	60,228	F114	ANN	83,568
	MON	4,713		MON	6,540		MON	5,019		MON	6,964
	8HR	217.52		8HR	301.84		8HR	231.68		8HR	321.44
	HRLY	27.19		HRLY	37.73		HRLY	28.96		HRLY	40.18
WF07	ANN	58,788	WF15	ANN	81,600	F107	ANN	62,580	F115	ANN	86,892
	MON	4,899		MON	6,800		MON	5,215		MON	7,241
	8HR	226.08		8HR	313.84		8HR	240.72		8HR	334.24
	HRLY	28.26		HRLY	39.23		HRLY	30.09		HRLY	41.78
WF08	ANN	61,104				F108	ANN	65,088			
	MON	5,092					MON	5,424			
	8HR	235.04					8HR	250.32			
	HRLY	29.38					HRLY	31.29			

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Effective Date: 07/01/2022
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
F201	ANN	53,076	F209	ANN	73,200	F301	ANN	56,520	F309	ANN	77,916
	MON	4,423		MON	6,100		MON	4,710		MON	6,493
	8HR	204.16		8HR	281.52		8HR	217.36		8HR	299.68
	HRLY	25.52		HRLY	35.19		HRLY	27.17		HRLY	37.46
F202	ANN	55,188	F210	ANN	76,044	F302	ANN	58,788	F310	ANN	80,976
	MON	4,599		MON	6,337		MON	4,899		MON	6,748
	8HR	212.24		8HR	292.48		8HR	226.08		8HR	311.44
	HRLY	26.53		HRLY	36.56		HRLY	28.26		HRLY	38.93
F203	ANN	56,988	F211	ANN	79,104	F303	ANN	60,744	F311	ANN	84,276
	MON	4,749		MON	6,592		MON	5,062		MON	7,023
	8HR	219.20		8HR	304.24		8HR	233.60		8HR	324.16
	HRLY	27.40		HRLY	38.03		HRLY	29.20		HRLY	40.52
F204	ANN	59,268	F212	ANN	82,320	F304	ANN	63,132	F312	ANN	87,696
	MON	4,939		MON	6,860		MON	5,261		MON	7,308
	8HR	227.92		8HR	316.64		8HR	242.80		8HR	337.28
	HRLY	28.49		HRLY	39.58		HRLY	30.35		HRLY	42.16
F205	ANN	61,668	F213	ANN	85,656	F305	ANN	65,712	F313	ANN	91,236
	MON	5,139		MON	7,138		MON	5,476		MON	7,603
	8HR	237.20		8HR	329.44		8HR	252.72		8HR	350.88
	HRLY	29.65		HRLY	41.18		HRLY	31.59		HRLY	43.86
F206	ANN	64,116	F214	ANN	89,028	F306	ANN	68,268	F314	ANN	94,776
	MON	5,343		MON	7,419		MON	5,689		MON	7,898
	8HR	246.64		8HR	342.40		8HR	262.56		8HR	364.56
	HRLY	30.83		HRLY	42.80		HRLY	32.82		HRLY	45.57
F207	ANN	66,708	F215	ANN	92,580	F307	ANN	70,992	F315	ANN	98,628
	MON	5,559		MON	7,715		MON	5,916		MON	8,219
	8HR	256.56		8HR	356.08		8HR	273.04		8HR	379.36
	HRLY	32.07		HRLY	44.51		HRLY	34.13		HRLY	47.42
F208	ANN	69,360				F308	ANN	73,812			
	MON	5,780					MON	6,151			
	8HR	266.80					8HR	283.92			
	HRLY	33.35					HRLY	35.49			

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Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A		
GF01	ANN	60,204	GF09	ANN	83,028
	MON	5,017		MON	6,919
	8HR	231.52		8HR	319.36
	HRLY	28.94		HRLY	39.92
GF02	ANN	62,580	GF10	ANN	86,256
	MON	5,215		MON	7,188
	8HR	240.72		8HR	331.76
	HRLY	30.09		HRLY	41.47
GF03	ANN	64,656	GF11	ANN	89,688
	MON	5,388		MON	7,474
	8HR	248.64		8HR	344.96
	HRLY	31.08		HRLY	43.12
GF04	ANN	67,224	GF12	ANN	93,348
	MON	5,602		MON	7,779
	8HR	258.56		8HR	359.04
	HRLY	32.32		HRLY	44.88
GF05	ANN	69,960	GF13	ANN	97,116
	MON	5,830		MON	8,093
	8HR	269.04		8HR	373.52
	HRLY	33.63		HRLY	46.69
GF06	ANN	72,696	GF14	ANN	100,932
	MON	6,058		MON	8,411
	8HR	279.60		8HR	388.24
	HRLY	34.95		HRLY	48.53
GF07	ANN	75,636	GF15	ANN	104,976
	MON	6,303		MON	8,748
	8HR	290.88		8HR	403.76
	HRLY	36.36		HRLY	50.47
GF08	ANN	78,696			
	MON	6,558			
	8HR	302.64			
	HRLY	37.83			

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Effective Date: 07/01/2023
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
WF01	ANN	49,152	WF09	ANN	67,764	F101	ANN	52,320	F109	ANN	72,108
	MON	4,096		MON	5,647		MON	4,360		MON	6,009
	8HR	189.04		8HR	260.64		8HR	201.20		8HR	277.36
	HRLY	23.63		HRLY	32.58		HRLY	25.15		HRLY	34.67
WF02	ANN	51,144	WF10	ANN	70,500	F102	ANN	54,456	F110	ANN	75,036
	MON	4,262		MON	5,875		MON	4,538		MON	6,253
	8HR	196.72		8HR	271.12		8HR	209.44		8HR	288.64
	HRLY	24.59		HRLY	33.89		HRLY	26.18		HRLY	36.08
WF03	ANN	52,764	WF11	ANN	73,308	F103	ANN	56,208	F111	ANN	78,048
	MON	4,397		MON	6,109		MON	4,684		MON	6,504
	8HR	202.96		8HR	281.92		8HR	216.16		8HR	300.16
	HRLY	25.37		HRLY	35.24		HRLY	27.02		HRLY	37.52
WF04	ANN	54,888	WF12	ANN	76,152	F104	ANN	58,500	F112	ANN	81,168
	MON	4,574		MON	6,346		MON	4,875		MON	6,764
	8HR	211.12		8HR	292.88		8HR	225.04		8HR	312.16
	HRLY	26.39		HRLY	36.61		HRLY	28.13		HRLY	39.02
WF05	ANN	57,084	WF13	ANN	79,296	F105	ANN	61,584	F113	ANN	84,396
	MON	4,757		MON	6,608		MON	5,132		MON	7,033
	8HR	219.52		8HR	304.96		8HR	236.88		8HR	324.64
	HRLY	27.44		HRLY	38.12		HRLY	29.61		HRLY	40.58
WF06	ANN	59,388	WF14	ANN	82,404	F106	ANN	63,240	F114	ANN	87,744
	MON	4,949		MON	6,867		MON	5,270		MON	7,312
	8HR	228.40		8HR	316.96		8HR	243.20		8HR	337.44
	HRLY	28.55		HRLY	39.62		HRLY	30.40		HRLY	42.18
WF07	ANN	61,728	WF15	ANN	85,680	F107	ANN	65,712	F115	ANN	91,236
	MON	5,144		MON	7,140		MON	5,476		MON	7,603
	8HR	237.44		8HR	329.52		8HR	252.72		8HR	350.88
	HRLY	29.68		HRLY	41.19		HRLY	31.59		HRLY	43.86
WF08	ANN	64,164				F108	ANN	68,340			
	MON	5,347					MON	5,695			
	8HR	246.80					8HR	262.88			
	HRLY	30.85					HRLY	32.86			

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Effective Date: 07/01/2023
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
F201	ANN	55,728	F209	ANN	76,860	F301	ANN	59,352	F309	ANN	81,816
	MON	4,644		MON	6,405		MON	4,946		MON	6,818
	8HR	214.32		8HR	295.60		8HR	228.24		8HR	314.64
	HRLY	26.79		HRLY	36.95		HRLY	28.53		HRLY	39.33
F202	ANN	57,948	F210	ANN	79,848	F302	ANN	61,728	F310	ANN	85,020
	MON	4,829		MON	6,654		MON	5,144		MON	7,085
	8HR	222.88		8HR	307.12		8HR	237.44		8HR	327.04
	HRLY	27.86		HRLY	38.39		HRLY	29.68		HRLY	40.88
F203	ANN	59,832	F211	ANN	83,064	F303	ANN	63,780	F311	ANN	88,488
	MON	4,986		MON	6,922		MON	5,315		MON	7,374
	8HR	230.16		8HR	319.44		8HR	245.28		8HR	340.32
	HRLY	28.77		HRLY	39.93		HRLY	30.66		HRLY	42.54
F204	ANN	62,232	F212	ANN	86,436	F304	ANN	66,288	F312	ANN	92,076
	MON	5,186		MON	7,203		MON	5,524		MON	7,673
	8HR	239.36		8HR	332.48		8HR	254.96		8HR	354.16
	HRLY	29.92		HRLY	41.56		HRLY	31.87		HRLY	44.27
F205	ANN	64,752	F213	ANN	89,940	F305	ANN	69,000	F313	ANN	95,796
	MON	5,396		MON	7,495		MON	5,750		MON	7,983
	8HR	249.04		8HR	345.92		8HR	265.36		8HR	368.48
	HRLY	31.13		HRLY	43.24		HRLY	33.17		HRLY	46.06
F206	ANN	67,320	F214	ANN	93,480	F306	ANN	71,676	F314	ANN	99,516
	MON	5,610		MON	7,790		MON	5,973		MON	8,293
	8HR	258.96		8HR	359.52		8HR	275.68		8HR	382.72
	HRLY	32.37		HRLY	44.94		HRLY	34.46		HRLY	47.84
F207	ANN	70,044	F215	ANN	97,212	F307	ANN	74,544	F315	ANN	103,560
	MON	5,837		MON	8,101		MON	6,212		MON	8,630
	8HR	269.44		8HR	373.92		8HR	286.72		8HR	398.32
	HRLY	33.68		HRLY	46.74		HRLY	35.84		HRLY	49.79
F208	ANN	72,828				F308	ANN	77,508			
	MON	6,069					MON	6,459			
	8HR	280.08					8HR	298.08			
	HRLY	35.01					HRLY	37.26			

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Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A		
GF01	ANN	63,216	GF09	ANN	87,180
	MON	5,268		MON	7,265
	8HR	243.12		8HR	335.28
	HRLY	30.39		HRLY	41.91
GF02	ANN	65,712	GF10	ANN	90,564
	MON	5,476		MON	7,547
	8HR	252.72		8HR	348.32
	HRLY	31.59		HRLY	43.54
GF03	ANN	67,884	GF11	ANN	94,176
	MON	5,657		MON	7,848
	8HR	261.12		8HR	362.24
	HRLY	32.64		HRLY	45.28
GF04	ANN	70,584	GF12	ANN	98,016
	MON	5,882		MON	8,168
	8HR	271.44		8HR	376.96
	HRLY	33.93		HRLY	47.12
GF05	ANN	73,464	GF13	ANN	101,976
	MON	6,122		MON	8,498
	8HR	282.56		8HR	392.24
	HRLY	35.32		HRLY	49.03
GF06	ANN	76,332	GF14	ANN	105,984
	MON	6,361		MON	8,832
	8HR	293.60		8HR	407.60
	HRLY	36.70		HRLY	50.95
GF07	ANN	79,416	GF15	ANN	110,220
	MON	6,618		MON	9,185
	8HR	305.44		8HR	423.92
	HRLY	38.18		HRLY	52.99
GF08	ANN	82,632			
	MON	6,886			
	8HR	317.84			
	HRLY	39.73			

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Step A			Step A			Step A			Step A		
WF01	ANN	51,612	WF09	ANN	71,148	F101	ANN	54,936	F109	ANN	75,708
	MON	4,301		MON	5,929		MON	4,578		MON	6,309
	8HR	198.48		8HR	273.68		8HR	211.28		8HR	291.20
	HRLY	24.81		HRLY	34.21		HRLY	26.41		HRLY	36.40
WF02	ANN	53,700	WF10	ANN	74,028	F102	ANN	57,180	F110	ANN	78,792
	MON	4,475		MON	6,169		MON	4,765		MON	6,566
	8HR	206.56		8HR	284.72		8HR	219.92		8HR	303.04
	HRLY	25.82		HRLY	35.59		HRLY	27.49		HRLY	37.88
WF03	ANN	55,404	WF11	ANN	76,968	F103	ANN	59,016	F111	ANN	81,948
	MON	4,617		MON	6,414		MON	4,918		MON	6,829
	8HR	213.12		8HR	296.00		8HR	226.96		8HR	315.20
	HRLY	26.64		HRLY	37.00		HRLY	28.37		HRLY	39.40
WF04	ANN	57,636	WF12	ANN	79,956	F104	ANN	61,428	F112	ANN	85,224
	MON	4,803		MON	6,663		MON	5,119		MON	7,102
	8HR	221.68		8HR	307.52		8HR	236.24		8HR	327.76
	HRLY	27.71		HRLY	38.44		HRLY	29.53		HRLY	40.97
WF05	ANN	59,940	WF13	ANN	83,256	F105	ANN	64,668	F113	ANN	88,620
	MON	4,995		MON	6,938		MON	5,389		MON	7,385
	8HR	230.56		8HR	320.24		8HR	248.72		8HR	340.88
	HRLY	28.82		HRLY	40.03		HRLY	31.09		HRLY	42.61
WF06	ANN	62,352	WF14	ANN	86,520	F106	ANN	66,408	F114	ANN	92,136
	MON	5,196		MON	7,210		MON	5,534		MON	7,678
	8HR	239.84		8HR	332.80		8HR	255.44		8HR	354.40
	HRLY	29.98		HRLY	41.60		HRLY	31.93		HRLY	44.30
WF07	ANN	64,812	WF15	ANN	89,964	F107	ANN	69,000	F115	ANN	95,796
	MON	5,401		MON	7,497		MON	5,750		MON	7,983
	8HR	249.28		8HR	346.00		8HR	265.36		8HR	368.48
	HRLY	31.16		HRLY	43.25		HRLY	33.17		HRLY	46.06
WF08	ANN	67,368				F108	ANN	71,760			
	MON	5,614					MON	5,980			
	8HR	259.12					8HR	276.00			
	HRLY	32.39					HRLY	34.50			

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Step A			Step A			Step A			Step A		
F201	ANN	58,512	F209	ANN	80,700	F301	ANN	62,316	F309	ANN	85,908
	MON	4,876		MON	6,725		MON	5,193		MON	7,159
	8HR	225.04		8HR	310.40		8HR	239.68		8HR	330.40
	HRLY	28.13		HRLY	38.80		HRLY	29.96		HRLY	41.30
F202	ANN	60,840	F210	ANN	83,844	F302	ANN	64,812	F310	ANN	89,268
	MON	5,070		MON	6,987		MON	5,401		MON	7,439
	8HR	234.00		8HR	322.48		8HR	249.28		8HR	343.36
	HRLY	29.25		HRLY	40.31		HRLY	31.16		HRLY	42.92
F203	ANN	62,820	F211	ANN	87,216	F303	ANN	66,972	F311	ANN	92,916
	MON	5,235		MON	7,268		MON	5,581		MON	7,743
	8HR	241.60		8HR	335.44		8HR	257.60		8HR	357.36
	HRLY	30.20		HRLY	41.93		HRLY	32.20		HRLY	44.67
F204	ANN	65,340	F212	ANN	90,756	F304	ANN	69,600	F312	ANN	96,684
	MON	5,445		MON	7,563		MON	5,800		MON	8,057
	8HR	251.28		8HR	349.04		8HR	267.68		8HR	371.84
	HRLY	31.41		HRLY	43.63		HRLY	33.46		HRLY	46.48
F205	ANN	67,992	F213	ANN	94,440	F305	ANN	72,456	F313	ANN	100,584
	MON	5,666		MON	7,870		MON	6,038		MON	8,382
	8HR	261.52		8HR	363.20		8HR	278.64		8HR	386.88
	HRLY	32.69		HRLY	45.40		HRLY	34.83		HRLY	48.36
F206	ANN	70,692	F214	ANN	98,160	F306	ANN	75,264	F314	ANN	104,496
	MON	5,891		MON	8,180		MON	6,272		MON	8,708
	8HR	271.92		8HR	377.52		8HR	289.44		8HR	401.92
	HRLY	33.99		HRLY	47.19		HRLY	36.18		HRLY	50.24
F207	ANN	73,548	F215	ANN	102,072	F307	ANN	78,276	F315	ANN	108,744
	MON	6,129		MON	8,506		MON	6,523		MON	9,062
	8HR	282.88		8HR	392.56		8HR	301.04		8HR	418.24
	HRLY	35.36		HRLY	49.07		HRLY	37.63		HRLY	52.28
F208	ANN	76,464				F308	ANN	81,384			
	MON	6,372					MON	6,782			
	8HR	294.08					8HR	313.04			
	HRLY	36.76					HRLY	39.13			

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A		
GF01	ANN	66,372	GF09	ANN	91,536
	MON	5,531		MON	7,628
	8HR	255.28		8HR	352.08
	HRLY	31.91		HRLY	44.01
GF02	ANN	69,000	GF10	ANN	95,088
	MON	5,750		MON	7,924
	8HR	265.36		8HR	365.76
	HRLY	33.17		HRLY	45.72
GF03	ANN	71,280	GF11	ANN	98,880
	MON	5,940		MON	8,240
	8HR	274.16		8HR	380.32
	HRLY	34.27		HRLY	47.54
GF04	ANN	74,112	GF12	ANN	102,912
	MON	6,176		MON	8,576
	8HR	285.04		8HR	395.84
	HRLY	35.63		HRLY	49.48
GF05	ANN	77,136	GF13	ANN	107,076
	MON	6,428		MON	8,923
	8HR	296.64		8HR	411.84
	HRLY	37.08		HRLY	51.48
GF06	ANN	80,148	GF14	ANN	111,288
	MON	6,679		MON	9,274
	8HR	308.24		8HR	428.00
	HRLY	38.53		HRLY	53.50
GF07	ANN	83,388	GF15	ANN	115,728
	MON	6,949		MON	9,644
	8HR	320.72		8HR	445.12
	HRLY	40.09		HRLY	55.64
GF08	ANN	86,760			
	MON	7,230			
	8HR	333.68			
	HRLY	41.71			

Pay Rates of Employees Who Were on Step L5 on June 30, 2015

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,136	49,632	190.88	23.86
WF02	4,309	51,708	198.88	24.86
WF03	4,445	53,340	205.12	25.64
WF04	4,624	55,488	213.44	26.68
WF05	4,807	57,684	221.84	27.73
WF06	5,002	60,024	230.88	28.86
WF07	5,198	62,376	239.92	29.99
WF08	5,405	64,860	249.44	31.18
WF09	5,705	68,460	263.28	32.91
WF10	5,939	71,268	274.08	34.26
WF11	6,172	74,064	284.88	35.61
WF12	6,416	76,992	296.16	37.02
WF13	6,679	80,148	308.24	38.53
WF14	6,939	83,268	320.24	40.03
WF15	7,213	86,556	332.88	41.61
F101	4,407	52,884	203.44	25.43
F102	4,589	55,068	211.84	26.48
F103	4,734	56,808	218.48	27.31
F104	4,926	59,112	227.36	28.42
F105	5,186	62,232	239.36	29.92
F106	5,326	63,912	245.84	30.73
F107	5,535	66,420	255.44	31.93
F108	5,756	69,072	265.68	33.21
F109	6,075	72,900	280.40	35.05
F110	6,322	75,864	291.76	36.47
F111	6,572	78,864	303.36	37.92
F112	6,834	82,008	315.44	39.43
F113	7,109	85,308	328.08	41.01
F114	7,387	88,644	340.96	42.62
F115	7,684	92,208	354.64	44.33
F201	4,694	56,328	216.64	27.08
F202	4,883	58,596	225.36	28.17
F203	5,040	60,480	232.64	29.08
F204	5,242	62,904	241.92	30.24
F205	5,454	65,448	251.76	31.47
F206	5,670	68,040	261.68	32.71
F207	5,898	70,776	272.24	34.03
F208	6,137	73,644	283.28	35.41
F209	6,470	77,640	298.64	37.33
F210	6,725	80,700	310.40	38.80
F211	6,998	83,976	322.96	40.37
F212	7,277	87,324	335.84	41.98
F213	7,576	90,912	349.68	43.71
F214	7,872	94,464	363.36	45.42
F215	8,189	98,268	377.92	47.24

Pay Rates of Employees Who Were on Step L5 on June 30, 2015

F301	4,997	59,964	230.64	28.83
F302	5,198	62,376	239.92	29.99
F303	5,371	64,452	247.92	30.99
F304	5,581	66,972	257.60	32.20
F305	5,810	69,720	268.16	33.52
F306	6,039	72,468	278.72	34.84
F307	6,280	75,360	289.84	36.23
F308	6,530	78,360	301.36	37.67
F309	6,892	82,704	318.08	39.76
F310	7,163	85,956	330.64	41.33
F311	7,452	89,424	343.92	42.99
F312	7,753	93,036	357.84	44.73
F313	8,066	96,792	372.24	46.53
F314	8,383	100,596	386.88	48.36
F315	8,720	104,640	402.48	50.31
GF01	5,323	63,876	245.68	30.71
GF02	5,535	66,420	255.44	31.93
GF03	5,713	68,556	263.68	32.96
GF04	5,946	71,352	274.40	34.30
GF05	6,187	74,244	285.52	35.69
GF06	6,432	77,184	296.88	37.11
GF07	6,689	80,268	308.72	38.59
GF08	6,962	83,544	321.36	40.17
GF09	7,340	88,080	338.80	42.35
GF10	7,628	91,536	352.08	44.01
GF11	7,931	95,172	366.08	45.76
GF12	8,254	99,048	380.96	47.62
GF13	8,588	103,056	396.40	49.55
GF14	8,928	107,136	412.08	51.51
GF15	9,284	111,408	428.48	53.56

Pay Rates of Employees Who Were on Step L5 on June 30, 2015

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,343	52,116	200.48	25.06
WF02	4,524	54,288	208.80	26.10
WF03	4,667	56,004	215.44	26.93
WF04	4,855	58,260	224.08	28.01
WF05	5,047	60,564	232.96	29.12
WF06	5,252	63,024	242.40	30.30
WF07	5,458	65,496	251.92	31.49
WF08	5,675	68,100	261.92	32.74
WF09	5,990	71,880	276.48	34.56
WF10	6,236	74,832	287.84	35.98
WF11	6,481	77,772	299.12	37.39
WF12	6,737	80,844	310.96	38.87
WF13	7,013	84,156	323.68	40.46
WF14	7,286	87,432	336.24	42.03
WF15	7,574	90,888	349.60	43.70
F101	4,627	55,524	213.52	26.69
F102	4,818	57,816	222.40	27.80
F103	4,971	59,652	229.44	28.68
F104	5,172	62,064	238.72	29.84
F105	5,445	65,340	251.28	31.41
F106	5,592	67,104	258.08	32.26
F107	5,812	69,744	268.24	33.53
F108	6,044	72,528	278.96	34.87
F109	6,379	76,548	294.40	36.80
F110	6,638	79,656	306.40	38.30
F111	6,901	82,812	318.48	39.81
F112	7,176	86,112	331.20	41.40
F113	7,464	89,568	344.48	43.06
F114	7,756	93,072	358.00	44.75
F115	8,068	96,816	372.40	46.55
F201	4,929	59,148	227.52	28.44
F202	5,127	61,524	236.64	29.58
F203	5,292	63,504	244.24	30.53
F204	5,504	66,048	254.00	31.75
F205	5,727	68,724	264.32	33.04
F206	5,954	71,448	274.80	34.35
F207	6,193	74,316	285.84	35.73
F208	6,444	77,328	297.44	37.18
F209	6,794	81,528	313.60	39.20
F210	7,061	84,732	325.92	40.74
F211	7,348	88,176	339.12	42.39
F212	7,641	91,692	352.64	44.08
F213	7,955	95,460	367.12	45.89
F214	8,266	99,192	381.52	47.69
F215	8,598	103,176	396.80	49.60

Pay Rates of Employees Who Were on Step L5 on June 30, 2015

F301	5,247	62,964	242.16	30.27
F302	5,458	65,496	251.92	31.49
F303	5,640	67,680	260.32	32.54
F304	5,860	70,320	270.48	33.81
F305	6,101	73,212	281.60	35.20
F306	6,341	76,092	292.64	36.58
F307	6,594	79,128	304.32	38.04
F308	6,857	82,284	316.48	39.56
F309	7,237	86,844	334.00	41.75
F310	7,521	90,252	347.12	43.39
F311	7,825	93,900	361.12	45.14
F312	8,141	97,692	375.76	46.97
F313	8,469	101,628	390.88	48.86
F314	8,802	105,624	406.24	50.78
F315	9,156	109,872	422.56	52.82
GF01	5,589	67,068	257.92	32.24
GF02	5,812	69,744	268.24	33.53
GF03	5,999	71,988	276.88	34.61
GF04	6,243	74,916	288.16	36.02
GF05	6,496	77,952	299.84	37.48
GF06	6,754	81,048	311.76	38.97
GF07	7,023	84,276	324.16	40.52
GF08	7,310	87,720	337.36	42.17
GF09	7,707	92,484	355.68	44.46
GF10	8,009	96,108	369.68	46.21
GF11	8,328	99,936	384.40	48.05
GF12	8,667	104,004	400.00	50.00
GF13	9,017	108,204	416.16	52.02
GF14	9,374	112,488	432.64	54.08
GF15	9,748	116,976	449.92	56.24

Pay Rates of Employees Who Were on Step L5 on June 30, 2015

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,560	54,720	210.48	26.31
WF02	4,750	57,000	219.20	27.40
WF03	4,900	58,800	226.16	28.27
WF04	5,098	61,176	235.28	29.41
WF05	5,299	63,588	244.56	30.57
WF06	5,515	66,180	254.56	31.82
WF07	5,731	68,772	264.48	33.06
WF08	5,959	71,508	275.04	34.38
WF09	6,290	75,480	290.32	36.29
WF10	6,548	78,576	302.24	37.78
WF11	6,805	81,660	314.08	39.26
WF12	7,074	84,888	326.48	40.81
WF13	7,364	88,368	339.84	42.48
WF14	7,650	91,800	353.04	44.13
WF15	7,953	95,436	367.04	45.88
F101	4,858	58,296	224.24	28.03
F102	5,059	60,708	233.52	29.19
F103	5,220	62,640	240.96	30.12
F104	5,431	65,172	250.64	31.33
F105	5,717	68,604	263.84	32.98
F106	5,872	70,464	271.04	33.88
F107	6,103	73,236	281.68	35.21
F108	6,346	76,152	292.88	36.61
F109	6,698	80,376	309.12	38.64
F110	6,970	83,640	321.68	40.21
F111	7,246	86,952	334.40	41.80
F112	7,535	90,420	347.76	43.47
F113	7,837	94,044	361.68	45.21
F114	8,144	97,728	375.84	46.98
F115	8,471	101,652	390.96	48.87
F201	5,175	62,100	238.88	29.86
F202	5,383	64,596	248.48	31.06
F203	5,557	66,684	256.48	32.06
F204	5,779	69,348	266.72	33.34
F205	6,013	72,156	277.52	34.69
F206	6,252	75,024	288.56	36.07
F207	6,503	78,036	300.16	37.52
F208	6,766	81,192	312.24	39.03
F209	7,134	85,608	329.28	41.16
F210	7,414	88,968	342.16	42.77
F211	7,715	92,580	356.08	44.51
F212	8,023	96,276	370.32	46.29
F213	8,353	100,236	385.52	48.19
F214	8,679	104,148	400.56	50.07
F215	9,028	108,336	416.64	52.08

Pay Rates of Employees Who Were on Step L5 on June 30, 2015

F301	5,509	66,108	254.24	31.78
F302	5,731	68,772	264.48	33.06
F303	5,922	71,064	273.36	34.17
F304	6,153	73,836	284.00	35.50
F305	6,406	76,872	295.68	36.96
F306	6,658	79,896	307.28	38.41
F307	6,924	83,088	319.60	39.95
F308	7,200	86,400	332.32	41.54
F309	7,599	91,188	350.72	43.84
F310	7,897	94,764	364.48	45.56
F311	8,216	98,592	379.20	47.40
F312	8,548	102,576	394.56	49.32
F313	8,892	106,704	410.40	51.30
F314	9,242	110,904	426.56	53.32
F315	9,614	115,368	443.76	55.47
GF01	5,868	70,416	270.80	33.85
GF02	6,103	73,236	281.68	35.21
GF03	6,299	75,588	290.72	36.34
GF04	6,555	78,660	302.56	37.82
GF05	6,821	81,852	314.80	39.35
GF06	7,092	85,104	327.36	40.92
GF07	7,374	88,488	340.32	42.54
GF08	7,676	92,112	354.24	44.28
GF09	8,092	97,104	373.44	46.68
GF10	8,409	100,908	388.08	48.51
GF11	8,744	104,928	403.60	50.45
GF12	9,100	109,200	420.00	52.50
GF13	9,468	113,616	436.96	54.62
GF14	9,843	118,116	454.32	56.79
GF15	10,235	122,820	472.40	59.05

Pay Rates of Employees Who Were on Step B1 on June 30, 2020

Grade	Monthly	Annual	8 Hour	Hourly
WF01	3,977	47,724	183.52	22.94
WF02	4,138	49,656	190.96	23.87
WF03	4,273	51,276	197.20	24.65
WF04	4,444	53,328	205.12	25.64
WF05	4,622	55,464	213.36	26.67
WF06	4,808	57,696	221.92	27.74
WF07	4,996	59,952	230.56	28.82
WF08	5,193	62,316	239.68	29.96
WF09	5,486	65,832	253.20	31.65
WF10	5,704	68,448	263.28	32.91
WF11	5,934	71,208	273.84	34.23
WF12	6,163	73,956	284.48	35.56
WF13	6,418	77,016	296.24	37.03
WF14	6,671	80,052	307.92	38.49
WF15	6,935	83,220	320.08	40.01
F101	4,236	50,832	195.52	24.44
F102	4,409	52,908	203.52	25.44
F103	4,552	54,624	210.08	26.26
F104	4,735	56,820	218.56	27.32
F105	4,985	59,820	230.08	28.76
F106	5,121	61,452	236.32	29.54
F107	5,318	63,816	245.44	30.68
F108	5,531	66,372	255.28	31.91
F109	5,838	70,056	269.44	33.68
F110	6,075	72,900	280.40	35.05
F111	6,319	75,828	291.68	36.46
F112	6,568	78,816	303.12	37.89
F113	6,831	81,972	315.28	39.41
F114	7,103	85,236	327.84	40.98
F115	7,384	88,608	340.80	42.60
F201	4,514	54,168	208.32	26.04
F202	4,693	56,316	216.64	27.08
F203	4,843	58,116	223.52	27.94
F204	5,040	60,480	232.64	29.08
F205	5,241	62,892	241.92	30.24
F206	5,448	65,376	251.44	31.43
F207	5,670	68,040	261.68	32.71
F208	5,896	70,752	272.16	34.02
F209	6,219	74,628	287.04	35.88
F210	6,463	77,556	298.32	37.29
F211	6,725	80,700	310.40	38.80
F212	6,998	83,976	322.96	40.37
F213	7,278	87,336	335.92	41.99
F214	7,567	90,804	349.28	43.66
F215	7,870	94,440	363.20	45.40

Pay Rates of Employees Who Were on Step B1 on June 30, 2020

Grade	Monthly	Annual	8 Hour	Hourly
F301	4,805	57,660	221.76	27.72
F302	4,996	59,952	230.56	28.82
F303	5,162	61,944	238.24	29.78
F304	5,366	64,392	247.68	30.96
F305	5,584	67,008	257.76	32.22
F306	5,804	69,648	267.84	33.48
F307	6,038	72,456	278.64	34.83
F308	6,275	75,300	289.60	36.20
F309	6,625	79,500	305.76	38.22
F310	6,885	82,620	317.76	39.72
F311	7,165	85,980	330.72	41.34
F312	7,452	89,424	343.92	42.99
F313	7,752	93,024	357.76	44.72
F314	8,058	96,696	371.92	46.49
F315	8,381	100,572	386.80	48.35
GF01	5,119	61,428	236.24	29.53
GF02	5,318	63,816	245.44	30.68
GF03	5,494	65,928	253.60	31.70
GF04	5,711	68,532	263.60	32.95
GF05	5,947	71,364	274.48	34.31
GF06	6,183	74,196	285.36	35.67
GF07	6,432	77,184	296.88	37.11
GF08	6,689	80,268	308.72	38.59
GF09	7,058	84,696	325.76	40.72
GF10	7,331	87,972	338.32	42.29
GF11	7,624	91,488	351.84	43.98
GF12	7,934	95,208	366.16	45.77
GF13	8,254	99,048	380.96	47.62
GF14	8,580	102,960	396.00	49.50
GF15	8,926	107,112	412.00	51.50

Pay Rates of Employees Who Were on Step B1 on June 30, 2020

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,176	50,112	192.72	24.09
WF02	4,345	52,140	200.56	25.07
WF03	4,487	53,844	207.12	25.89
WF04	4,666	55,992	215.36	26.92
WF05	4,853	58,236	224.00	28.00
WF06	5,048	60,576	232.96	29.12
WF07	5,246	62,952	242.16	30.27
WF08	5,453	65,436	251.68	31.46
WF09	5,760	69,120	265.84	33.23
WF10	5,989	71,868	276.40	34.55
WF11	6,231	74,772	287.60	35.95
WF12	6,471	77,652	298.64	37.33
WF13	6,739	80,868	311.04	38.88
WF14	7,005	84,060	323.28	40.41
WF15	7,282	87,384	336.08	42.01
F101	4,448	53,376	205.28	25.66
F102	4,629	55,548	213.68	26.71
F103	4,780	57,360	220.64	27.58
F104	4,972	59,664	229.44	28.68
F105	5,234	62,808	241.60	30.20
F106	5,377	64,524	248.16	31.02
F107	5,584	67,008	257.76	32.22
F108	5,808	69,696	268.08	33.51
F109	6,130	73,560	282.96	35.37
F110	6,379	76,548	294.40	36.80
F111	6,635	79,620	306.24	38.28
F112	6,896	82,752	318.24	39.78
F113	7,173	86,076	331.04	41.38
F114	7,458	89,496	344.24	43.03
F115	7,753	93,036	357.84	44.73
F201	4,740	56,880	218.80	27.35
F202	4,928	59,136	227.44	28.43
F203	5,085	61,020	234.72	29.34
F204	5,292	63,504	244.24	30.53
F205	5,503	66,036	254.00	31.75
F206	5,720	68,640	264.00	33.00
F207	5,954	71,448	274.80	34.35
F208	6,191	74,292	285.76	35.72
F209	6,530	78,360	301.36	37.67
F210	6,786	81,432	313.20	39.15
F211	7,061	84,732	325.92	40.74
F212	7,348	88,176	339.12	42.39
F213	7,642	91,704	352.72	44.09
F214	7,945	95,340	366.72	45.84
F215	8,264	99,168	381.44	47.68

Pay Rates of Employees Who Were on Step B1 on June 30, 2020

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,045	60,540	232.88	29.11
F302	5,246	62,952	242.16	30.27
F303	5,420	65,040	250.16	31.27
F304	5,634	67,608	260.00	32.50
F305	5,863	70,356	270.64	33.83
F306	6,094	73,128	281.28	35.16
F307	6,340	76,080	292.64	36.58
F308	6,589	79,068	304.08	38.01
F309	6,956	83,472	321.04	40.13
F310	7,229	86,748	333.68	41.71
F311	7,523	90,276	347.20	43.40
F312	7,825	93,900	361.12	45.14
F313	8,140	97,680	375.68	46.96
F314	8,461	101,532	390.48	48.81
F315	8,800	105,600	406.16	50.77
GF01	5,375	64,500	248.08	31.01
GF02	5,584	67,008	257.76	32.22
GF03	5,769	69,228	266.24	33.28
GF04	5,997	71,964	276.80	34.60
GF05	6,244	74,928	288.16	36.02
GF06	6,492	77,904	299.60	37.45
GF07	6,754	81,048	311.76	38.97
GF08	7,023	84,276	324.16	40.52
GF09	7,411	88,932	342.08	42.76
GF10	7,698	92,376	355.28	44.41
GF11	8,005	96,060	369.44	46.18
GF12	8,331	99,972	384.48	48.06
GF13	8,667	104,004	400.00	50.00
GF14	9,009	108,108	415.84	51.98
GF15	9,372	112,464	432.56	54.07

Pay Rates of Employees Who Were on Step B1 on June 30, 2020

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,385	52,620	202.40	25.30
WF02	4,562	54,744	210.56	26.32
WF03	4,711	56,532	217.44	27.18
WF04	4,899	58,788	226.08	28.26
WF05	5,096	61,152	235.20	29.40
WF06	5,300	63,600	244.64	30.58
WF07	5,508	66,096	254.24	31.78
WF08	5,726	68,712	264.24	33.03
WF09	6,048	72,576	279.12	34.89
WF10	6,288	75,456	290.24	36.28
WF11	6,543	78,516	302.00	37.75
WF12	6,795	81,540	313.60	39.20
WF13	7,076	84,912	326.56	40.82
WF14	7,355	88,260	339.44	42.43
WF15	7,646	91,752	352.88	44.11
F101	4,670	56,040	215.52	26.94
F102	4,860	58,320	224.32	28.04
F103	5,019	60,228	231.68	28.96
F104	5,221	62,652	240.96	30.12
F105	5,496	65,952	253.68	31.71
F106	5,646	67,752	260.56	32.57
F107	5,863	70,356	270.64	33.83
F108	6,098	73,176	281.44	35.18
F109	6,437	77,244	297.12	37.14
F110	6,698	80,376	309.12	38.64
F111	6,967	83,604	321.52	40.19
F112	7,241	86,892	334.24	41.78
F113	7,532	90,384	347.60	43.45
F114	7,831	93,972	361.44	45.18
F115	8,141	97,692	375.76	46.97
F201	4,977	59,724	229.68	28.71
F202	5,174	62,088	238.80	29.85
F203	5,339	64,068	246.40	30.80
F204	5,557	66,684	256.48	32.06
F205	5,778	69,336	266.64	33.33
F206	6,006	72,072	277.20	34.65
F207	6,252	75,024	288.56	36.07
F208	6,501	78,012	300.08	37.51
F209	6,857	82,284	316.48	39.56
F210	7,125	85,500	328.88	41.11
F211	7,414	88,968	342.16	42.77
F212	7,715	92,580	356.08	44.51
F213	8,024	96,288	370.32	46.29
F214	8,342	100,104	385.04	48.13
F215	8,677	104,124	400.48	50.06

Pay Rates of Employees Who Were on Step B1 on June 30, 2020

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,297	63,564	244.48	30.56
F302	5,508	66,096	254.24	31.78
F303	5,691	68,292	262.64	32.83
F304	5,916	70,992	273.04	34.13
F305	6,156	73,872	284.16	35.52
F306	6,399	76,788	295.36	36.92
F307	6,657	79,884	307.28	38.41
F308	6,918	83,016	319.28	39.91
F309	7,304	87,648	337.12	42.14
F310	7,590	91,080	350.32	43.79
F311	7,899	94,788	364.56	45.57
F312	8,216	98,592	379.20	47.40
F313	8,547	102,564	394.48	49.31
F314	8,884	106,608	410.00	51.25
F315	9,240	110,880	426.48	53.31
GF01	5,644	67,728	260.48	32.56
GF02	5,863	70,356	270.64	33.83
GF03	6,057	72,684	279.52	34.94
GF04	6,297	75,564	290.64	36.33
GF05	6,556	78,672	302.56	37.82
GF06	6,817	81,804	314.64	39.33
GF07	7,092	85,104	327.36	40.92
GF08	7,374	88,488	340.32	42.54
GF09	7,782	93,384	359.20	44.90
GF10	8,083	96,996	373.04	46.63
GF11	8,405	100,860	387.92	48.49
GF12	8,748	104,976	403.76	50.47
GF13	9,100	109,200	420.00	52.50
GF14	9,459	113,508	436.56	54.57
GF15	9,841	118,092	454.24	56.78

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,058	48,696	187.28	23.41
WF02	4,222	50,664	194.88	24.36
WF03	4,358	52,296	201.12	25.14
WF04	4,533	54,396	209.20	26.15
WF05	4,714	56,568	217.60	27.20
WF06	4,904	58,848	226.32	28.29
WF07	5,097	61,164	235.28	29.41
WF08	5,298	63,576	244.56	30.57
WF09	5,596	67,152	258.24	32.28
WF10	5,822	69,864	268.72	33.59
WF11	6,052	72,624	279.36	34.92
WF12	6,289	75,468	290.24	36.28
WF13	6,547	78,564	302.16	37.77
WF14	6,804	81,648	314.00	39.25
WF15	7,075	84,900	326.56	40.82
F101	4,320	51,840	199.36	24.92
F102	4,496	53,952	207.52	25.94
F103	4,641	55,692	214.24	26.78
F104	4,830	57,960	222.96	27.87
F105	5,085	61,020	234.72	29.34
F106	5,222	62,664	241.04	30.13
F107	5,426	65,112	250.40	31.30
F108	5,643	67,716	260.48	32.56
F109	5,955	71,460	274.88	34.36
F110	6,196	74,352	286.00	35.75
F111	6,444	77,328	297.44	37.18
F112	6,702	80,424	309.36	38.67
F113	6,969	83,628	321.68	40.21
F114	7,245	86,940	334.40	41.80
F115	7,533	90,396	347.68	43.46
F201	4,601	55,212	212.32	26.54
F202	4,785	57,420	220.88	27.61
F203	4,942	59,304	228.08	28.51
F204	5,139	61,668	237.20	29.65
F205	5,347	64,164	246.80	30.85
F206	5,559	66,708	256.56	32.07
F207	5,783	69,396	266.88	33.36
F208	6,015	72,180	277.60	34.70
F209	6,347	76,164	292.96	36.62
F210	6,593	79,116	304.32	38.04
F211	6,859	82,308	316.56	39.57
F212	7,138	85,656	329.44	41.18
F213	7,425	89,100	342.72	42.84
F214	7,718	92,616	356.24	44.53
F215	8,027	96,324	370.48	46.31

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	4,901	58,812	226.24	28.28
F302	5,097	61,164	235.28	29.41
F303	5,266	63,192	243.04	30.38
F304	5,474	65,688	252.64	31.58
F305	5,697	68,364	262.96	32.87
F306	5,919	71,028	273.20	34.15
F307	6,155	73,860	284.08	35.51
F308	6,400	76,800	295.36	36.92
F309	6,755	81,060	311.76	38.97
F310	7,021	84,252	324.08	40.51
F311	7,308	87,696	337.28	42.16
F312	7,603	91,236	350.88	43.86
F313	7,910	94,920	365.04	45.63
F314	8,218	98,616	379.28	47.41
F315	8,551	102,612	394.64	49.33
GF01	5,220	62,640	240.96	30.12
GF02	5,426	65,112	250.40	31.30
GF03	5,605	67,260	258.72	32.34
GF04	5,829	69,948	269.04	33.63
GF05	6,065	72,780	279.92	34.99
GF06	6,304	75,648	290.96	36.37
GF07	6,558	78,696	302.64	37.83
GF08	6,824	81,888	314.96	39.37
GF09	7,199	86,388	332.24	41.53
GF10	7,479	89,748	345.20	43.15
GF11	7,777	93,324	358.96	44.87
GF12	8,093	97,116	373.52	46.69
GF13	8,420	101,040	388.64	48.58
GF14	8,751	105,012	403.92	50.49
GF15	9,101	109,212	420.08	52.51

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,261	51,132	196.64	24.58
WF02	4,433	53,196	204.64	25.58
WF03	4,576	54,912	211.20	26.40
WF04	4,760	57,120	219.68	27.46
WF05	4,950	59,400	228.48	28.56
WF06	5,149	61,788	237.68	29.71
WF07	5,352	64,224	247.04	30.88
WF08	5,563	66,756	256.72	32.09
WF09	5,876	70,512	271.20	33.90
WF10	6,113	73,356	282.16	35.27
WF11	6,355	76,260	293.28	36.66
WF12	6,603	79,236	304.72	38.09
WF13	6,874	82,488	317.28	39.66
WF14	7,144	85,728	329.76	41.22
WF15	7,429	89,148	342.88	42.86
F101	4,536	54,432	209.36	26.17
F102	4,721	56,652	217.92	27.24
F103	4,873	58,476	224.88	28.11
F104	5,072	60,864	234.08	29.26
F105	5,339	64,068	246.40	30.80
F106	5,483	65,796	253.04	31.63
F107	5,697	68,364	262.96	32.87
F108	5,925	71,100	273.44	34.18
F109	6,253	75,036	288.64	36.08
F110	6,506	78,072	300.24	37.53
F111	6,766	81,192	312.24	39.03
F112	7,037	84,444	324.80	40.60
F113	7,317	87,804	337.68	42.21
F114	7,607	91,284	351.12	43.89
F115	7,910	94,920	365.04	45.63
F201	4,831	57,972	222.96	27.87
F202	5,024	60,288	231.84	28.98
F203	5,189	62,268	239.52	29.94
F204	5,396	64,752	249.04	31.13
F205	5,614	67,368	259.12	32.39
F206	5,837	70,044	269.44	33.68
F207	6,072	72,864	280.24	35.03
F208	6,316	75,792	291.52	36.44
F209	6,664	79,968	307.60	38.45
F210	6,923	83,076	319.52	39.94
F211	7,202	86,424	332.40	41.55
F212	7,495	89,940	345.92	43.24
F213	7,796	93,552	359.84	44.98
F214	8,104	97,248	374.00	46.75
F215	8,428	101,136	388.96	48.62

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,146	61,752	237.52	29.69
F302	5,352	64,224	247.04	30.88
F303	5,529	66,348	255.20	31.90
F304	5,748	68,976	265.28	33.16
F305	5,982	71,784	276.08	34.51
F306	6,215	74,580	286.88	35.86
F307	6,463	77,556	298.32	37.29
F308	6,720	80,640	310.16	38.77
F309	7,093	85,116	327.36	40.92
F310	7,372	88,464	340.24	42.53
F311	7,673	92,076	354.16	44.27
F312	7,983	95,796	368.48	46.06
F313	8,306	99,672	383.36	47.92
F314	8,629	103,548	398.24	49.78
F315	8,979	107,748	414.40	51.80
GF01	5,481	65,772	252.96	31.62
GF02	5,697	68,364	262.96	32.87
GF03	5,885	70,620	271.60	33.95
GF04	6,120	73,440	282.48	35.31
GF05	6,368	76,416	293.92	36.74
GF06	6,619	79,428	305.52	38.19
GF07	6,886	82,632	317.84	39.73
GF08	7,165	85,980	330.72	41.34
GF09	7,559	90,708	348.88	43.61
GF10	7,853	94,236	362.48	45.31
GF11	8,166	97,992	376.88	47.11
GF12	8,498	101,976	392.24	49.03
GF13	8,841	106,092	408.08	51.01
GF14	9,189	110,268	424.08	53.01
GF15	9,556	114,672	441.04	55.13

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	230.64	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

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: 10/01/2022

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	31,716	32,988	34,368	35,736	37,152	38,592	40,188	41,760	43,404	45,156	46,920
	MON	2,643	2,749	2,864	2,978	3,096	3,216	3,349	3,480	3,617	3,763	3,910
	8HR	122.00	126.88	132.16	137.44	142.88	148.40	154.56	160.64	166.96	173.68	180.48
	HRLY	15.25	15.86	16.52	17.18	17.86	18.55	19.32	20.08	20.87	21.71	22.56
SR05	ANN	32,364	33,648	35,064	36,456	37,896	39,384	41,004	42,588	44,268	46,080	47,880
	MON	2,697	2,804	2,922	3,038	3,158	3,282	3,417	3,549	3,689	3,840	3,990
	8HR	124.48	129.44	134.88	140.24	145.76	151.44	157.68	163.84	170.24	177.20	184.16
	HRLY	15.56	16.18	16.86	17.53	18.22	18.93	19.71	20.48	21.28	22.15	23.02
SR06	ANN	33,024	34,320	35,772	37,188	38,664	40,164	41,832	43,464	45,168	46,992	48,840
	MON	2,752	2,860	2,981	3,099	3,222	3,347	3,486	3,622	3,764	3,916	4,070
	8HR	127.04	132.00	137.60	143.04	148.72	154.48	160.88	167.20	173.76	180.72	187.84
	HRLY	15.88	16.50	17.20	17.88	18.59	19.31	20.11	20.90	21.72	22.59	23.48
SR07	ANN	33,672	35,016	36,492	37,932	39,444	40,968	42,684	44,340	46,092	47,952	49,836
	MON	2,806	2,918	3,041	3,161	3,287	3,414	3,557	3,695	3,841	3,996	4,153
	8HR	129.52	134.64	140.32	145.92	151.68	157.60	164.16	170.56	177.28	184.40	191.68
	HRLY	16.19	16.83	17.54	18.24	18.96	19.70	20.52	21.32	22.16	23.05	23.96
SR08	ANN	34,356	35,724	37,224	38,712	40,236	41,808	43,536	45,240	47,016	48,912	50,844
	MON	2,863	2,977	3,102	3,226	3,353	3,484	3,628	3,770	3,918	4,076	4,237
	8HR	132.16	137.44	143.20	148.88	154.72	160.80	167.44	174.00	180.80	188.16	195.52
	HRLY	16.52	17.18	17.90	18.61	19.34	20.10	20.93	21.75	22.60	23.52	24.44
SR09	ANN	35,052	36,504	37,920	39,420	41,016	42,624	44,388	46,152	47,988	49,872	51,876
	MON	2,921	3,042	3,160	3,285	3,418	3,552	3,699	3,846	3,999	4,156	4,323
	8HR	134.80	140.40	145.84	151.60	157.76	163.92	170.72	177.52	184.56	191.84	199.52
	HRLY	16.85	17.55	18.23	18.95	19.72	20.49	21.34	22.19	23.07	23.98	24.94
SR10	ANN	36,504	37,920	39,420	41,016	42,624	44,388	46,152	47,988	49,872	51,876	53,976
	MON	3,042	3,160	3,285	3,418	3,552	3,699	3,846	3,999	4,156	4,323	4,498
	8HR	140.40	145.84	151.60	157.76	163.92	170.72	177.52	184.56	191.84	199.52	207.60
	HRLY	17.55	18.23	18.95	19.72	20.49	21.34	22.19	23.07	23.98	24.94	25.95

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SR11	ANN	37,920	39,420	41,016	42,624	44,388	46,152	47,988	49,872	51,876	53,976	56,124
	MON	3,160	3,285	3,418	3,552	3,699	3,846	3,999	4,156	4,323	4,498	4,677
	8HR	145.84	151.60	157.76	163.92	170.72	177.52	184.56	191.84	199.52	207.60	215.84
	HRLY	18.23	18.95	19.72	20.49	21.34	22.19	23.07	23.98	24.94	25.95	26.98
SR12	ANN	39,420	41,016	42,624	44,388	46,152	47,988	49,872	51,876	53,976	56,124	58,416
	MON	3,285	3,418	3,552	3,699	3,846	3,999	4,156	4,323	4,498	4,677	4,868
	8HR	151.60	157.76	163.92	170.72	177.52	184.56	191.84	199.52	207.60	215.84	224.64
	HRLY	18.95	19.72	20.49	21.34	22.19	23.07	23.98	24.94	25.95	26.98	28.08
SR13	ANN	41,016	42,624	44,388	46,152	47,988	49,872	51,876	53,976	56,124	58,416	60,660
	MON	3,418	3,552	3,699	3,846	3,999	4,156	4,323	4,498	4,677	4,868	5,055
	8HR	157.76	163.92	170.72	177.52	184.56	191.84	199.52	207.60	215.84	224.64	233.28
	HRLY	19.72	20.49	21.34	22.19	23.07	23.98	24.94	25.95	26.98	28.08	29.16
SR14	ANN	42,624	44,388	46,152	47,988	49,872	51,876	53,976	56,124	58,416	60,660	63,132
	MON	3,552	3,699	3,846	3,999	4,156	4,323	4,498	4,677	4,868	5,055	5,261
	8HR	163.92	170.72	177.52	184.56	191.84	199.52	207.60	215.84	224.64	233.28	242.80
	HRLY	20.49	21.34	22.19	23.07	23.98	24.94	25.95	26.98	28.08	29.16	30.35
SR15	ANN	44,388	46,152	47,988	49,872	51,876	53,976	56,124	58,416	60,660	63,132	65,640
	MON	3,699	3,846	3,999	4,156	4,323	4,498	4,677	4,868	5,055	5,261	5,470
	8HR	170.72	177.52	184.56	191.84	199.52	207.60	215.84	224.64	233.28	242.80	252.48
	HRLY	21.34	22.19	23.07	23.98	24.94	25.95	26.98	28.08	29.16	30.35	31.56
SR16	ANN	46,152	47,988	49,872	51,876	53,976	56,124	58,416	60,660	63,132	65,640	68,256
	MON	3,846	3,999	4,156	4,323	4,498	4,677	4,868	5,055	5,261	5,470	5,688
	8HR	177.52	184.56	191.84	199.52	207.60	215.84	224.64	233.28	242.80	252.48	262.56
	HRLY	22.19	23.07	23.98	24.94	25.95	26.98	28.08	29.16	30.35	31.56	32.82
SR17	ANN	47,988	49,872	51,876	53,976	56,124	58,416	60,660	63,132	65,640	68,256	71,028
	MON	3,999	4,156	4,323	4,498	4,677	4,868	5,055	5,261	5,470	5,688	5,919
	8HR	184.56	191.84	199.52	207.60	215.84	224.64	233.28	242.80	252.48	262.56	273.20
	HRLY	23.07	23.98	24.94	25.95	26.98	28.08	29.16	30.35	31.56	32.82	34.15

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SR18	ANN	49,872	51,876	53,976	56,124	58,416	60,660	63,132	65,640	68,256	71,028	73,824
	MON	4,156	4,323	4,498	4,677	4,868	5,055	5,261	5,470	5,688	5,919	6,152
	8HR	191.84	199.52	207.60	215.84	224.64	233.28	242.80	252.48	262.56	273.20	283.92
	HRLY	23.98	24.94	25.95	26.98	28.08	29.16	30.35	31.56	32.82	34.15	35.49
SR19	ANN	51,876	53,976	56,124	58,416	60,660	63,132	65,640	68,256	71,028	73,824	76,824
	MON	4,323	4,498	4,677	4,868	5,055	5,261	5,470	5,688	5,919	6,152	6,402
	8HR	199.52	207.60	215.84	224.64	233.28	242.80	252.48	262.56	273.20	283.92	295.44
	HRLY	24.94	25.95	26.98	28.08	29.16	30.35	31.56	32.82	34.15	35.49	36.93
SR20	ANN	53,976	56,124	58,416	60,660	63,132	65,640	68,256	71,028	73,824	76,824	79,956
	MON	4,498	4,677	4,868	5,055	5,261	5,470	5,688	5,919	6,152	6,402	6,663
	8HR	207.60	215.84	224.64	233.28	242.80	252.48	262.56	273.20	283.92	295.44	307.52
	HRLY	25.95	26.98	28.08	29.16	30.35	31.56	32.82	34.15	35.49	36.93	38.44
SR21	ANN	56,124	58,416	60,660	63,132	65,640	68,256	71,028	73,824	76,824	79,956	83,100
	MON	4,677	4,868	5,055	5,261	5,470	5,688	5,919	6,152	6,402	6,663	6,925
	8HR	215.84	224.64	233.28	242.80	252.48	262.56	273.20	283.92	295.44	307.52	319.60
	HRLY	26.98	28.08	29.16	30.35	31.56	32.82	34.15	35.49	36.93	38.44	39.95
SR22	ANN	58,416	60,660	63,132	65,640	68,256	71,028	73,824	76,824	79,956	83,100	86,424
	MON	4,868	5,055	5,261	5,470	5,688	5,919	6,152	6,402	6,663	6,925	7,202
	8HR	224.64	233.28	242.80	252.48	262.56	273.20	283.92	295.44	307.52	319.60	332.40
	HRLY	28.08	29.16	30.35	31.56	32.82	34.15	35.49	36.93	38.44	39.95	41.55
SR23	ANN	60,660	63,132	65,640	68,256	71,028	73,824	76,824	79,956	83,100	86,424	89,916
	MON	5,055	5,261	5,470	5,688	5,919	6,152	6,402	6,663	6,925	7,202	7,493
	8HR	233.28	242.80	252.48	262.56	273.20	283.92	295.44	307.52	319.60	332.40	345.84
	HRLY	29.16	30.35	31.56	32.82	34.15	35.49	36.93	38.44	39.95	41.55	43.23
SR24	ANN	63,132	65,640	68,256	71,028	73,824	76,824	79,956	83,100	86,424	89,916	93,528
	MON	5,261	5,470	5,688	5,919	6,152	6,402	6,663	6,925	7,202	7,493	7,794
	8HR	242.80	252.48	262.56	273.20	283.92	295.44	307.52	319.60	332.40	345.84	359.76
	HRLY	30.35	31.56	32.82	34.15	35.49	36.93	38.44	39.95	41.55	43.23	44.97

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SR25	ANN	65,640	68,256	71,028	73,824	76,824	79,956	83,100	86,424	89,916	93,528	97,224
	MON	5,470	5,688	5,919	6,152	6,402	6,663	6,925	7,202	7,493	7,794	8,102
	8HR	252.48	262.56	273.20	283.92	295.44	307.52	319.60	332.40	345.84	359.76	373.92
	HRLY	31.56	32.82	34.15	35.49	36.93	38.44	39.95	41.55	43.23	44.97	46.74
SR26	ANN	68,256	71,028	73,824	76,824	79,956	83,100	86,424	89,916	93,528	97,224	101,088
	MON	5,688	5,919	6,152	6,402	6,663	6,925	7,202	7,493	7,794	8,102	8,424
	8HR	262.56	273.20	283.92	295.44	307.52	319.60	332.40	345.84	359.76	373.92	388.80
	HRLY	32.82	34.15	35.49	36.93	38.44	39.95	41.55	43.23	44.97	46.74	48.60
SR27	ANN	71,028	73,824	76,824	79,956	83,100	86,424	89,916	93,528	97,224	101,088	105,120
	MON	5,919	6,152	6,402	6,663	6,925	7,202	7,493	7,794	8,102	8,424	8,760
	8HR	273.20	283.92	295.44	307.52	319.60	332.40	345.84	359.76	373.92	388.80	404.32
	HRLY	34.15	35.49	36.93	38.44	39.95	41.55	43.23	44.97	46.74	48.60	50.54
SR28	ANN	73,824	76,824	79,956	83,100	86,424	89,916	93,528	97,224	101,088	105,120	109,416
	MON	6,152	6,402	6,663	6,925	7,202	7,493	7,794	8,102	8,424	8,760	9,118
	8HR	283.92	295.44	307.52	319.60	332.40	345.84	359.76	373.92	388.80	404.32	420.80
	HRLY	35.49	36.93	38.44	39.95	41.55	43.23	44.97	46.74	48.60	50.54	52.60
SR29	ANN	76,824	79,956	83,100	86,424	89,916	93,528	97,224	101,088	105,120	109,416	113,784
	MON	6,402	6,663	6,925	7,202	7,493	7,794	8,102	8,424	8,760	9,118	9,482
	8HR	295.44	307.52	319.60	332.40	345.84	359.76	373.92	388.80	404.32	420.80	437.60
	HRLY	36.93	38.44	39.95	41.55	43.23	44.97	46.74	48.60	50.54	52.60	54.70
SR30	ANN	79,956	83,100	86,424	89,916	93,528	97,224	101,088	105,120	109,416	113,784	118,224
	MON	6,663	6,925	7,202	7,493	7,794	8,102	8,424	8,760	9,118	9,482	9,852
	8HR	307.52	319.60	332.40	345.84	359.76	373.92	388.80	404.32	420.80	437.60	454.72
	HRLY	38.44	39.95	41.55	43.23	44.97	46.74	48.60	50.54	52.60	54.70	56.84
SR31	ANN	83,100	86,424	89,916	93,528	97,224	101,088	105,120	109,416	113,784	118,224	122,988
	MON	6,925	7,202	7,493	7,794	8,102	8,424	8,760	9,118	9,482	9,852	10,249
	8HR	319.60	332.40	345.84	359.76	373.92	388.80	404.32	420.80	437.60	454.72	473.04
	HRLY	39.95	41.55	43.23	44.97	46.74	48.60	50.54	52.60	54.70	56.84	59.13

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SC01	ANN	86,424	89,916	93,528	97,224	101,088	105,120	109,416	113,784	118,224	122,988	127,920
	MON	7,202	7,493	7,794	8,102	8,424	8,760	9,118	9,482	9,852	10,249	10,660
	8HR	332.40	345.84	359.76	373.92	388.80	404.32	420.80	437.60	454.72	473.04	492.00
	HRLY	41.55	43.23	44.97	46.74	48.60	50.54	52.60	54.70	56.84	59.13	61.50
SC02	ANN	89,916	93,528	97,224	101,088	105,120	109,416	113,784	118,224	122,988	127,920	133,092
	MON	7,493	7,794	8,102	8,424	8,760	9,118	9,482	9,852	10,249	10,660	11,091
	8HR	345.84	359.76	373.92	388.80	404.32	420.80	437.60	454.72	473.04	492.00	511.92
	HRLY	43.23	44.97	46.74	48.60	50.54	52.60	54.70	56.84	59.13	61.50	63.99
SC03	ANN	93,528	97,224	101,088	105,120	109,416	113,784	118,224	122,988	127,920	133,092	138,408
	MON	7,794	8,102	8,424	8,760	9,118	9,482	9,852	10,249	10,660	11,091	11,534
	8HR	359.76	373.92	388.80	404.32	420.80	437.60	454.72	473.04	492.00	511.92	532.32
	HRLY	44.97	46.74	48.60	50.54	52.60	54.70	56.84	59.13	61.50	63.99	66.54

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SR04	ANN	33,300	34,632	36,084	37,524	39,012	40,524	42,192	43,848	45,576	47,412	49,272
	MON	2,775	2,886	3,007	3,127	3,251	3,377	3,516	3,654	3,798	3,951	4,106
	8HR	128.08	133.20	138.80	144.32	150.08	155.84	162.24	168.64	175.28	182.32	189.52
	HRLY	16.01	16.65	17.35	18.04	18.76	19.48	20.28	21.08	21.91	22.79	23.69
SR05	ANN	33,984	35,328	36,816	38,280	39,792	41,352	43,056	44,712	46,476	48,384	50,280
	MON	2,832	2,944	3,068	3,190	3,316	3,446	3,588	3,726	3,873	4,032	4,190
	8HR	130.72	135.84	141.60	147.20	153.04	159.04	165.60	172.00	178.72	186.08	193.36
	HRLY	16.34	16.98	17.70	18.40	19.13	19.88	20.70	21.50	22.34	23.26	24.17
SR06	ANN	34,680	36,036	37,560	39,048	40,596	42,168	43,920	45,636	47,424	49,344	51,288
	MON	2,890	3,003	3,130	3,254	3,383	3,514	3,660	3,803	3,952	4,112	4,274
	8HR	133.36	138.64	144.48	150.16	156.16	162.16	168.96	175.52	182.40	189.76	197.28
	HRLY	16.67	17.33	18.06	18.77	19.52	20.27	21.12	21.94	22.80	23.72	24.66
SR07	ANN	35,352	36,768	38,316	39,828	41,412	43,020	44,820	46,560	48,396	50,352	52,332
	MON	2,946	3,064	3,193	3,319	3,451	3,585	3,735	3,880	4,033	4,196	4,361
	8HR	136.00	141.44	147.36	153.20	159.28	165.44	172.40	179.04	186.16	193.68	201.28
	HRLY	17.00	17.68	18.42	19.15	19.91	20.68	21.55	22.38	23.27	24.21	25.16
SR08	ANN	36,072	37,512	39,084	40,644	42,252	43,896	45,708	47,508	49,368	51,360	53,388
	MON	3,006	3,126	3,257	3,387	3,521	3,658	3,809	3,959	4,114	4,280	4,449
	8HR	138.72	144.24	150.32	156.32	162.48	168.80	175.84	182.72	189.84	197.52	205.36
	HRLY	17.34	18.03	18.79	19.54	20.31	21.10	21.98	22.84	23.73	24.69	25.67
SR09	ANN	36,804	38,328	39,816	41,388	43,068	44,760	46,608	48,456	50,388	52,368	54,468
	MON	3,067	3,194	3,318	3,449	3,589	3,730	3,884	4,038	4,199	4,364	4,539
	8HR	141.52	147.44	153.12	159.20	165.68	172.16	179.28	186.40	193.84	201.44	209.52
	HRLY	17.69	18.43	19.14	19.90	20.71	21.52	22.41	23.30	24.23	25.18	26.19
SR10	ANN	38,328	39,816	41,388	43,068	44,760	46,608	48,456	50,388	52,368	54,468	56,676
	MON	3,194	3,318	3,449	3,589	3,730	3,884	4,038	4,199	4,364	4,539	4,723
	8HR	147.44	153.12	159.20	165.68	172.16	179.28	186.40	193.84	201.44	209.52	218.00
	HRLY	18.43	19.14	19.90	20.71	21.52	22.41	23.30	24.23	25.18	26.19	27.25

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SR11	ANN	39,816	41,388	43,068	44,760	46,608	48,456	50,388	52,368	54,468	56,676	58,932
	MON	3,318	3,449	3,589	3,730	3,884	4,038	4,199	4,364	4,539	4,723	4,911
	8HR	153.12	159.20	165.68	172.16	179.28	186.40	193.84	201.44	209.52	218.00	226.64
	HRLY	19.14	19.90	20.71	21.52	22.41	23.30	24.23	25.18	26.19	27.25	28.33
SR12	ANN	41,388	43,068	44,760	46,608	48,456	50,388	52,368	54,468	56,676	58,932	61,332
	MON	3,449	3,589	3,730	3,884	4,038	4,199	4,364	4,539	4,723	4,911	5,111
	8HR	159.20	165.68	172.16	179.28	186.40	193.84	201.44	209.52	218.00	226.64	235.92
	HRLY	19.90	20.71	21.52	22.41	23.30	24.23	25.18	26.19	27.25	28.33	29.49
SR13	ANN	43,068	44,760	46,608	48,456	50,388	52,368	54,468	56,676	58,932	61,332	63,696
	MON	3,589	3,730	3,884	4,038	4,199	4,364	4,539	4,723	4,911	5,111	5,308
	8HR	165.68	172.16	179.28	186.40	193.84	201.44	209.52	218.00	226.64	235.92	244.96
	HRLY	20.71	21.52	22.41	23.30	24.23	25.18	26.19	27.25	28.33	29.49	30.62
SR14	ANN	44,760	46,608	48,456	50,388	52,368	54,468	56,676	58,932	61,332	63,696	66,288
	MON	3,730	3,884	4,038	4,199	4,364	4,539	4,723	4,911	5,111	5,308	5,524
	8HR	172.16	179.28	186.40	193.84	201.44	209.52	218.00	226.64	235.92	244.96	254.96
	HRLY	21.52	22.41	23.30	24.23	25.18	26.19	27.25	28.33	29.49	30.62	31.87
SR15	ANN	46,608	48,456	50,388	52,368	54,468	56,676	58,932	61,332	63,696	66,288	68,928
	MON	3,884	4,038	4,199	4,364	4,539	4,723	4,911	5,111	5,308	5,524	5,744
	8HR	179.28	186.40	193.84	201.44	209.52	218.00	226.64	235.92	244.96	254.96	265.12
	HRLY	22.41	23.30	24.23	25.18	26.19	27.25	28.33	29.49	30.62	31.87	33.14
SR16	ANN	48,456	50,388	52,368	54,468	56,676	58,932	61,332	63,696	66,288	68,928	71,664
	MON	4,038	4,199	4,364	4,539	4,723	4,911	5,111	5,308	5,524	5,744	5,972
	8HR	186.40	193.84	201.44	209.52	218.00	226.64	235.92	244.96	254.96	265.12	275.60
	HRLY	23.30	24.23	25.18	26.19	27.25	28.33	29.49	30.62	31.87	33.14	34.45
SR17	ANN	50,388	52,368	54,468	56,676	58,932	61,332	63,696	66,288	68,928	71,664	74,580
	MON	4,199	4,364	4,539	4,723	4,911	5,111	5,308	5,524	5,744	5,972	6,215
	8HR	193.84	201.44	209.52	218.00	226.64	235.92	244.96	254.96	265.12	275.60	286.88
	HRLY	24.23	25.18	26.19	27.25	28.33	29.49	30.62	31.87	33.14	34.45	35.86

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SR18	ANN	52,368	54,468	56,676	58,932	61,332	63,696	66,288	68,928	71,664	74,580	77,520
	MON	4,364	4,539	4,723	4,911	5,111	5,308	5,524	5,744	5,972	6,215	6,460
	8HR	201.44	209.52	218.00	226.64	235.92	244.96	254.96	265.12	275.60	286.88	298.16
	HRLY	25.18	26.19	27.25	28.33	29.49	30.62	31.87	33.14	34.45	35.86	37.27
SR19	ANN	54,468	56,676	58,932	61,332	63,696	66,288	68,928	71,664	74,580	77,520	80,664
	MON	4,539	4,723	4,911	5,111	5,308	5,524	5,744	5,972	6,215	6,460	6,722
	8HR	209.52	218.00	226.64	235.92	244.96	254.96	265.12	275.60	286.88	298.16	310.24
	HRLY	26.19	27.25	28.33	29.49	30.62	31.87	33.14	34.45	35.86	37.27	38.78
SR20	ANN	56,676	58,932	61,332	63,696	66,288	68,928	71,664	74,580	77,520	80,664	83,952
	MON	4,723	4,911	5,111	5,308	5,524	5,744	5,972	6,215	6,460	6,722	6,996
	8HR	218.00	226.64	235.92	244.96	254.96	265.12	275.60	286.88	298.16	310.24	322.88
	HRLY	27.25	28.33	29.49	30.62	31.87	33.14	34.45	35.86	37.27	38.78	40.36
SR21	ANN	58,932	61,332	63,696	66,288	68,928	71,664	74,580	77,520	80,664	83,952	87,252
	MON	4,911	5,111	5,308	5,524	5,744	5,972	6,215	6,460	6,722	6,996	7,271
	8HR	226.64	235.92	244.96	254.96	265.12	275.60	286.88	298.16	310.24	322.88	335.60
	HRLY	28.33	29.49	30.62	31.87	33.14	34.45	35.86	37.27	38.78	40.36	41.95
SR22	ANN	61,332	63,696	66,288	68,928	71,664	74,580	77,520	80,664	83,952	87,252	90,744
	MON	5,111	5,308	5,524	5,744	5,972	6,215	6,460	6,722	6,996	7,271	7,562
	8HR	235.92	244.96	254.96	265.12	275.60	286.88	298.16	310.24	322.88	335.60	349.04
	HRLY	29.49	30.62	31.87	33.14	34.45	35.86	37.27	38.78	40.36	41.95	43.63
SR23	ANN	63,696	66,288	68,928	71,664	74,580	77,520	80,664	83,952	87,252	90,744	94,416
	MON	5,308	5,524	5,744	5,972	6,215	6,460	6,722	6,996	7,271	7,562	7,868
	8HR	244.96	254.96	265.12	275.60	286.88	298.16	310.24	322.88	335.60	349.04	363.12
	HRLY	30.62	31.87	33.14	34.45	35.86	37.27	38.78	40.36	41.95	43.63	45.39
SR24	ANN	66,288	68,928	71,664	74,580	77,520	80,664	83,952	87,252	90,744	94,416	98,208
	MON	5,524	5,744	5,972	6,215	6,460	6,722	6,996	7,271	7,562	7,868	8,184
	8HR	254.96	265.12	275.60	286.88	298.16	310.24	322.88	335.60	349.04	363.12	377.76
	HRLY	31.87	33.14	34.45	35.86	37.27	38.78	40.36	41.95	43.63	45.39	47.22

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SR25	ANN	68,928	71,664	74,580	77,520	80,664	83,952	87,252	90,744	94,416	98,208	102,084
	MON	5,744	5,972	6,215	6,460	6,722	6,996	7,271	7,562	7,868	8,184	8,507
	8HR	265.12	275.60	286.88	298.16	310.24	322.88	335.60	349.04	363.12	377.76	392.64
	HRLY	33.14	34.45	35.86	37.27	38.78	40.36	41.95	43.63	45.39	47.22	49.08
SR26	ANN	71,664	74,580	77,520	80,664	83,952	87,252	90,744	94,416	98,208	102,084	106,140
	MON	5,972	6,215	6,460	6,722	6,996	7,271	7,562	7,868	8,184	8,507	8,845
	8HR	275.60	286.88	298.16	310.24	322.88	335.60	349.04	363.12	377.76	392.64	408.24
	HRLY	34.45	35.86	37.27	38.78	40.36	41.95	43.63	45.39	47.22	49.08	51.03
SR27	ANN	74,580	77,520	80,664	83,952	87,252	90,744	94,416	98,208	102,084	106,140	110,376
	MON	6,215	6,460	6,722	6,996	7,271	7,562	7,868	8,184	8,507	8,845	9,198
	8HR	286.88	298.16	310.24	322.88	335.60	349.04	363.12	377.76	392.64	408.24	424.56
	HRLY	35.86	37.27	38.78	40.36	41.95	43.63	45.39	47.22	49.08	51.03	53.07
SR28	ANN	77,520	80,664	83,952	87,252	90,744	94,416	98,208	102,084	106,140	110,376	114,888
	MON	6,460	6,722	6,996	7,271	7,562	7,868	8,184	8,507	8,845	9,198	9,574
	8HR	298.16	310.24	322.88	335.60	349.04	363.12	377.76	392.64	408.24	424.56	441.84
	HRLY	37.27	38.78	40.36	41.95	43.63	45.39	47.22	49.08	51.03	53.07	55.23
SR29	ANN	80,664	83,952	87,252	90,744	94,416	98,208	102,084	106,140	110,376	114,888	119,472
	MON	6,722	6,996	7,271	7,562	7,868	8,184	8,507	8,845	9,198	9,574	9,956
	8HR	310.24	322.88	335.60	349.04	363.12	377.76	392.64	408.24	424.56	441.84	459.52
	HRLY	38.78	40.36	41.95	43.63	45.39	47.22	49.08	51.03	53.07	55.23	57.44
SR30	ANN	83,952	87,252	90,744	94,416	98,208	102,084	106,140	110,376	114,888	119,472	124,140
	MON	6,996	7,271	7,562	7,868	8,184	8,507	8,845	9,198	9,574	9,956	10,345
	8HR	322.88	335.60	349.04	363.12	377.76	392.64	408.24	424.56	441.84	459.52	477.44
	HRLY	40.36	41.95	43.63	45.39	47.22	49.08	51.03	53.07	55.23	57.44	59.68
SR31	ANN	87,252	90,744	94,416	98,208	102,084	106,140	110,376	114,888	119,472	124,140	129,132
	MON	7,271	7,562	7,868	8,184	8,507	8,845	9,198	9,574	9,956	10,345	10,761
	8HR	335.60	349.04	363.12	377.76	392.64	408.24	424.56	441.84	459.52	477.44	496.64
	HRLY	41.95	43.63	45.39	47.22	49.08	51.03	53.07	55.23	57.44	59.68	62.08

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SC01	ANN	90,744	94,416	98,208	102,084	106,140	110,376	114,888	119,472	124,140	129,132	134,316
	MON	7,562	7,868	8,184	8,507	8,845	9,198	9,574	9,956	10,345	10,761	11,193
	8HR	349.04	363.12	377.76	392.64	408.24	424.56	441.84	459.52	477.44	496.64	516.64
	HRLY	43.63	45.39	47.22	49.08	51.03	53.07	55.23	57.44	59.68	62.08	64.58
SC02	ANN	94,416	98,208	102,084	106,140	110,376	114,888	119,472	124,140	129,132	134,316	139,752
	MON	7,868	8,184	8,507	8,845	9,198	9,574	9,956	10,345	10,761	11,193	11,646
	8HR	363.12	377.76	392.64	408.24	424.56	441.84	459.52	477.44	496.64	516.64	537.52
	HRLY	45.39	47.22	49.08	51.03	53.07	55.23	57.44	59.68	62.08	64.58	67.19
SC03	ANN	98,208	102,084	106,140	110,376	114,888	119,472	124,140	129,132	134,316	139,752	145,332
	MON	8,184	8,507	8,845	9,198	9,574	9,956	10,345	10,761	11,193	11,646	12,111
	8HR	377.76	392.64	408.24	424.56	441.84	459.52	477.44	496.64	516.64	537.52	558.96
	HRLY	47.22	49.08	51.03	53.07	55.23	57.44	59.68	62.08	64.58	67.19	69.87

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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

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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

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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

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
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

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
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

BFED Committee

From: Janina Agapay <Janina.E.Agapay@co.maui.hi.us>
Sent: Monday, April 1, 2024 9:55 AM
To: BFED Committee
Cc: Lesley Milner
Subject: (BFED-1)(PS-2)
Attachments: (BFED-1)(PS-2).pdf

Aloha,

Please see attached correspondence from the Department of Personnel Services.

Thank you,

Janina Agapay

County of Maui

Budget Office

(808) 270-7836

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