

SUPPLEMENTAL AGREEMENT
Between the
Board of Regents, University of Hawai'i and the
Hawai'i Government Employees Association
Bargaining Units 2, 3 and 4
Temporary Salary Reduction & Supplemental Time Off

THIS SUPPLEMENTAL AGREEMENT (SUP) is entered into on this 30th day of June, 2011, by and between the Board of Regents, University of Hawai'i ("Employer"), and the Hawai'i Government Employees Association, AFSCME, Local 152, AFL-CIO ("Union") on behalf of employees in bargaining units 2, 3, and 4 employed by the University of Hawaii.

This SUP shall only apply to employees of the University of Hawai'i and shall supersede any agreements between the State of Hawai'i executive branch and the Union pertaining to temporary salary reductions and supplemental time off for employees in bargaining units 2, 3, and 4.

This SUP shall only apply to employees paid from funds appropriated by the State of Hawai'i. Appropriated funds include general funds, special funds, revolving funds, and appropriated federal funds.

This SUP shall not apply to employees whose positions are paid from non-appropriated funds which include trust funds, agency funds, and extramural funds.

For employees paid from various funding sources, this SUP and the salary reductions and supplemental time off described herein shall only apply to the percentage of the full time equivalent (FTE) which is paid from the appropriated funding sources indicated above.

NOW THEREFORE, the UNION and the EMPLOYER mutually agree to the following:

- A. The respective salary schedules in effect on June 30, 2009 shall be designated as Exhibit A.
- B. Effective July 1, 2011:
 - 1. The salary schedules designated as Exhibit A shall be amended to reflect a temporary salary reduction of 5 percent (5%) and such amended schedules shall be designated as Exhibit B.
 - 2. Following B.1. above, Employees shall be placed on the corresponding salary range and step of Exhibit B.
 - 3. Employees not assigned to the salary schedule shall receive the same percentage pay decrease as indicated in B.1. above.
- C. Effective at 11:59 p.m. on June 30, 2013:
 - 1. The respective salary schedules in effect on June 30, 2009, shall be restored and shall be designated as Exhibit C.
 - 2. Following C.1. above, Employees shall be placed on the corresponding salary range and step of Exhibit C.

3. Employees not assigned to the salary schedule shall receive the same pay adjustment as described in C.1 above.

D. There shall be no step movements from July 1, 2011 to and including June 30, 2013.

E. Supplemental Time Off (STO)

1. During fiscal year 2012, employees subject to the temporary salary reduction in B. above shall be granted STO on the following days:

- a. the five work days preceding the Christmas holiday (December 19-23, 2011);
- b. the four work days preceding the New Year's Day holiday (December 27-30, 2011); and
- c. the four work days during spring break (March 27-30, 2012).

2. During fiscal year 2013, employees subject to the temporary salary reduction in B. above shall be granted STO on the following days:

- a. the six work days preceding the Christmas holiday (December 17-21 and 24, 2012);
- b. the four work days preceding the New Year's Day holiday (December 26-28 and 31, 2012); and
- c. the three work days during spring break (March 25 and 27-28, 2013).

3. If the Employer determines that an employee cannot be granted STO on any of the above indicated work days, the respective Chancellor or Vice President shall grant an alternate STO day. Alternate STO days shall be observed before the end of the fiscal year.

4. Part-time employees shall be entitled to STO at a prorated rate based on their full-time equivalent (FTE).

5. Employees on extended leave without pay shall be entitled to STO on a prorated basis consistent with the number of hours worked or on paid leave.

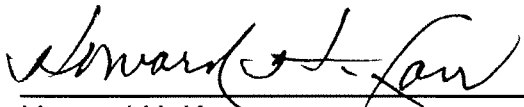
The Employer and Union agree to discuss and resolve issues that may arise from the implementation of this agreement.

THIS SUPPLEMENTAL AGREEMENT shall be effective through and including June 30, 2013.

IN WITNESS WHEREOF, the parties hereto, by their authorized representatives, have executed this SUP on the day and year first written above.

FOR THE EMPLOYER:

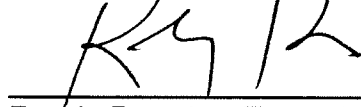
UNIVERSITY OF HAWAII



Howard H. Karr
Chairperson, Board of Regents

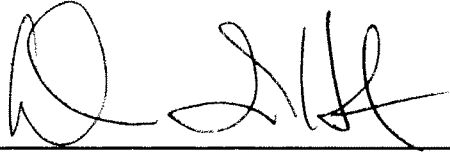
FOR THE UNION:

HAWAII GOVERNMENT EMPLOYEES
ASSOCIATION

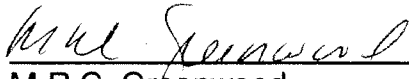


Randy Perreira, Executive Director

UNIVERSITY OF HAWAII:



Dennis I. Hirota
Vice Chairperson, Board of Regents



M.R.C. Greenwood
President



Brenna H. Hashimoto
System Director of Human Resources

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit A

Effective Date: 07/01/2008
Bargaining Unit: 02 Blue Collar, Supervisor

	Step A	Step L1	Step L2	Step L3	Step L4	Step L5		Step A	Step L1	Step L2	Step L3	Step L4	Step L5
F201	ANN	37,524	38,280	39,036	39,828	40,620	F210	ANN	53,760	54,840	55,932	57,060	58,200
	MON	3,127	3,190	3,253	3,319	3,385	MON	4,480	4,570	4,661	4,755	4,850	4,946
	8HR	144.32	147.20	150.16	153.20	156.24	8HR	206.80	210.96	215.12	219.44	223.84	228.24
	HRLY	18.04	18.40	18.77	19.15	19.53	HRLY	25.85	26.37	26.89	27.43	27.98	28.53
F202	ANN	39,036	39,828	40,608	41,424	42,240	F211	ANN	55,932	57,060	58,176	59,352	60,540
	MON	3,253	3,319	3,384	3,452	3,520	MON	4,661	4,755	4,848	4,946	5,045	5,146
	8HR	150.16	153.20	156.16	159.36	162.48	8HR	215.12	219.44	223.76	228.24	232.88	237.52
	HRLY	18.77	19.15	19.52	19.92	20.31	HRLY	26.89	27.43	27.97	28.53	29.11	29.69
F203	ANN	40,284	41,100	41,916	42,756	43,620	F212	ANN	58,212	59,364	60,552	61,752	62,988
	MON	3,357	3,425	3,493	3,563	3,635	MON	4,851	4,947	5,046	5,146	5,249	5,354
	8HR	154.96	158.08	161.20	164.48	167.76	8HR	223.92	228.32	232.88	237.52	242.24	247.12
	HRLY	19.37	19.76	20.15	20.56	20.97	HRLY	27.99	28.54	29.11	29.69	30.28	30.89
F204	ANN	41,916	42,756	43,620	44,496	45,372	F213	ANN	60,552	61,752	63,000	64,260	65,544
	MON	3,483	3,563	3,635	3,708	3,781	MON	5,046	5,146	5,250	5,355	5,462	5,571
	8HR	161.20	164.48	167.76	171.12	174.48	8HR	232.88	237.52	242.32	247.12	252.08	257.12
	HRLY	20.15	20.56	20.97	21.39	21.81	HRLY	29.11	29.69	30.29	30.89	31.51	32.14
F205	ANN	43,608	44,484	45,360	46,272	47,196	F214	ANN	62,940	64,212	65,496	66,792	68,124
	MON	3,634	3,707	3,780	3,856	3,933	MON	5,245	5,351	5,458	5,566	5,677	5,791
	8HR	167.76	171.12	174.48	178.00	181.52	8HR	242.08	246.96	251.92	256.88	262.00	267.28
	HRLY	20.97	21.39	21.81	22.25	22.69	HRLY	30.26	30.87	31.49	32.11	32.75	33.41
F206	ANN	45,324	46,212	47,160	48,096	49,056	F215	ANN	65,472	66,768	68,088	69,468	70,848
	MON	3,777	3,851	3,930	4,008	4,088	MON	5,456	5,564	5,674	5,789	5,904	6,023
	8HR	174.32	177.76	181.36	184.96	188.72	8HR	251.84	256.80	261.84	267.20	272.48	278.00
	HRLY	21.79	22.22	22.67	23.12	23.58	HRLY	31.48	32.10	32.73	33.40	34.06	34.75
F207	ANN	47,160	48,096	49,068	50,040	51,048							
	MON	3,930	4,008	4,089	4,170	4,254							
	8HR	181.36	184.96	188.72	192.48	196.32							
	HRLY	22.67	23.12	23.59	24.06	24.54							
F208	ANN	49,044	50,028	51,036	52,056	53,088							
	MON	4,087	4,169	4,253	4,338	4,424							
	8HR	188.64	192.40	196.32	200.24	204.16							
	HRLY	23.58	24.05	24.54	25.03	25.52							
F209	ANN	51,768	52,800	53,856	54,912	56,016							
	MON	4,314	4,400	4,488	4,576	4,668							
	8HR	199.12	203.04	207.12	211.20	215.44							
	HRLY	24.89	25.38	25.89	26.40	26.93							

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit A

Effective Date: 07/01/2008
Bargaining Unit: 02 Blue Collar, Supervisor

	Step A	Step L1	Step L2	Step L3	Step L4	Step L5		Step A	Step L1	Step L2	Step L3	Step L4	Step L5
F301	ANN	39,960	40,764	41,568	42,408	43,260	F310	ANN	57,264	58,404	59,580	60,768	61,980
	MON	3,330	3,397	3,464	3,534	3,605	MON	4,772	4,867	4,965	5,064	5,165	5,268
	8HR	153,68	156,80	159,84	163,12	166,40	8HR	220,24	224,64	229,12	233,76	238,40	243,12
	HRLY	19,21	19,60	19,98	20,39	20,80	HRLY	27,53	28,08	28,64	29,22	29,80	30,39
F302	ANN	41,556	42,396	43,248	44,100	44,988	F311	ANN	59,592	60,780	62,004	63,240	64,500
	MON	3,463	3,533	3,604	3,675	3,749	MON	4,966	5,065	5,167	5,270	5,375	5,482
	8HR	159,84	163,04	166,32	169,60	173,04	8HR	229,20	233,76	238,48	243,20	248,08	253,04
	HRLY	19,98	20,38	20,79	21,20	21,63	HRLY	28,65	29,22	29,81	30,40	31,01	31,63
F303	ANN	42,936	43,788	44,664	45,564	46,476	F312	ANN	61,980	63,228	64,488	65,784	67,092
	MON	3,578	3,649	3,722	3,797	3,873	MON	5,165	5,269	5,374	5,482	5,591	5,702
	8HR	165,12	168,40	171,76	175,28	178,72	8HR	238,40	243,20	248,00	253,04	258,08	263,20
	HRLY	20,64	21,05	21,47	21,91	22,34	HRLY	29,80	30,40	31,00	31,63	32,26	32,90
F304	ANN	44,628	45,528	46,428	47,352	48,300	F313	ANN	64,476	65,772	67,092	68,424	69,804
	MON	3,719	3,794	3,869	3,946	4,025	MON	5,373	5,481	5,591	5,702	5,817	5,933
	8HR	171,68	175,12	178,56	182,16	185,76	8HR	248,00	252,96	258,08	263,20	268,48	273,84
	HRLY	21,46	21,89	22,32	22,77	23,22	HRLY	31,00	31,62	32,26	32,90	33,56	34,23
F305	ANN	46,452	47,376	48,336	49,296	50,280	F314	ANN	67,044	68,364	69,744	71,112	72,528
	MON	3,871	3,948	4,028	4,108	4,190	MON	5,587	5,697	5,812	5,926	6,044	6,165
	8HR	178,64	182,24	185,92	189,60	193,36	8HR	257,84	262,96	268,24	273,52	278,96	284,56
	HRLY	22,33	22,78	23,24	23,70	24,17	HRLY	32,23	32,87	33,53	34,19	34,87	35,57
F306	ANN	48,300	49,248	50,232	51,228	52,248	F315	ANN	69,708	71,100	72,528	73,968	75,456
	MON	4,025	4,104	4,186	4,269	4,354	MON	5,809	5,925	6,044	6,164	6,288	6,414
	8HR	185,76	189,44	193,20	197,04	200,96	8HR	268,08	273,44	278,96	284,48	290,24	296,00
	HRLY	23,22	23,68	24,15	24,63	25,12	HRLY	33,51	34,18	34,87	35,56	36,28	37,00
F307	ANN	50,220	51,216	52,248	53,292	54,348							
	MON	4,185	4,268	4,354	4,441	4,529							
	8HR	193,12	196,96	200,96	204,96	209,04							
	HRLY	24,14	24,62	25,12	25,62	26,13							
F308	ANN	52,200	53,256	54,324	55,404	56,508							
	MON	4,350	4,438	4,527	4,617	4,709							
	8HR	200,80	204,80	208,96	213,12	217,36							
	HRLY	25,10	25,60	26,12	26,64	27,17							
F309	ANN	55,128	56,208	57,336	58,464	59,640							
	MON	4,594	4,684	4,778	4,872	4,970							
	8HR	212,00	216,16	220,56	224,88	229,36							
	HRLY	26,50	27,02	27,57	28,11	28,67							

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit A

Effective Date: 07/01/2008
Bargaining Unit: 02 Blue Collar, Supervisor

	Step A	Step L1	Step L2	Step L3	Step L4	Step L5		Step A	Step L1	Step L2	Step L3	Step L4	Step L5
GF01	ANN	42,552	43,404	44,256	45,168	46,068	GF10	ANN	60,984	62,208	63,444	64,704	66,012
	MON	3,546	3,617	3,688	3,764	3,839	MON	5,082	5,184	5,287	5,392	5,501	5,611
	8HR	163.68	166.96	170.24	173.76	177.20	8HR	234.56	239.28	244.00	248.88	253.92	258.96
	HRLY	20.46	20.87	21.28	21.72	22.15	HRLY	29.32	29.91	30.50	31.11	31.74	32.37
GF02	ANN	44,232	45,144	46,044	46,944	47,880	GF11	ANN	63,420	64,692	65,976	67,296	68,640
	MON	3,686	3,762	3,837	3,912	3,990	MON	5,285	5,391	5,498	5,608	5,720	5,834
	8HR	170.16	173.60	177.12	180.56	184.16	8HR	243.92	248.80	253.76	258.80	264.00	269.28
	HRLY	21.27	21.70	22.14	22.57	23.02	HRLY	30.49	31.10	31.72	32.35	33.00	33.66
GF03	ANN	45,720	46,620	47,568	48,492	49,476	GF12	ANN	66,000	67,308	68,676	70,032	71,436
	MON	3,810	3,885	3,964	4,041	4,123	MON	5,500	5,609	5,723	5,836	5,953	6,072
	8HR	175.84	179.28	182.96	186.48	190.32	8HR	253.84	258.88	264.16	269.36	274.72	280.24
	HRLY	21.98	22.41	22.87	23.31	23.79	HRLY	31.73	32.36	33.02	33.67	34.34	35.03
GF04	ANN	47,544	48,468	49,440	50,436	51,444	GF13	ANN	68,652	70,008	71,424	72,864	74,316
	MON	3,962	4,039	4,120	4,203	4,287	MON	5,721	5,834	5,952	6,072	6,193	6,317
	8HR	182.88	186.40	190.16	194.00	197.84	8HR	264.08	269.28	274.72	280.24	285.84	291.52
	HRLY	22.86	23.30	23.77	24.25	24.73	HRLY	33.01	33.66	34.34	35.03	35.73	36.44
GF05	ANN	49,428	50,424	51,456	52,476	53,532	GF14	ANN	71,364	72,780	74,244	75,732	77,244
	MON	4,119	4,202	4,288	4,373	4,461	MON	5,947	6,065	6,187	6,311	6,437	6,566
	8HR	190.08	193.92	197.92	201.84	205.92	8HR	274.48	279.92	285.52	291.28	297.12	303.04
	HRLY	23.76	24.24	24.74	25.23	25.74	HRLY	34.31	34.99	35.69	36.41	37.14	37.88
GF06	ANN	51,408	52,452	53,484	54,552	55,632	GF15	ANN	74,232	75,720	77,232	78,768	80,352
	MON	4,284	4,371	4,457	4,546	4,636	MON	6,186	6,310	6,436	6,564	6,696	6,830
	8HR	197.76	201.76	205.68	209.84	214.00	8HR	285.52	291.20	297.04	302.96	309.04	315.20
	HRLY	24.72	25.22	25.71	26.23	26.75	HRLY	35.69	36.40	37.13	37.87	38.63	39.40
GF07	ANN	53,472	54,540	55,620	56,748	57,888							
	MON	4,456	4,545	4,635	4,729	4,824							
	8HR	205.68	209.76	213.92	218.24	222.64							
	HRLY	25.71	26.22	26.74	27.28	27.83							
GF08	ANN	55,620	56,748	57,888	59,040	60,228							
	MON	4,635	4,729	4,824	4,920	5,019							
	8HR	213.92	218.24	222.64	227.04	231.68							
	HRLY	26.74	27.28	27.83	28.38	28.96							
GF09	ANN	58,692	59,856	61,056	62,280	63,528							
	MON	4,891	4,988	5,088	5,190	5,294							
	8HR	225.76	230.24	234.80	239.52	244.32							
	HRLY	28.22	28.78	29.35	29.94	30.54							

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit A

Effective Date: 07/01/2008
Bargaining Unit: 02 Blue Collar, Supervisor

	Step A	Step L1	Step L2	Step L3	Step L4	Step L5		Step A	Step L1	Step L2	Step L3	Step L4	Step L5
WF01	ANN	33,072	33,744	34,428	35,112	35,808	36,516	47,448	48,396	49,368	50,352	51,372	52,392
	MON	2,756	2,812	2,869	2,926	2,984	3,043	3,954	4,033	4,114	4,196	4,281	4,366
	8HR	127.20	129.76	132.40	135.04	137.76	140.48	182.48	186.16	189.84	193.68	197.60	201.52
WF02	ANN	34,416	35,088	35,808	36,540	37,272	38,028	49,332	50,316	51,312	52,344	53,388	54,468
	MON	2,868	2,924	2,984	3,045	3,106	3,169	4,111	4,193	4,276	4,362	4,449	4,539
	8HR	132.40	134.96	137.76	140.56	143.36	146.24	189.76	193.52	197.36	201.36	205.36	209.52
WF03	ANN	35,556	36,252	36,984	37,716	38,460	39,240	51,288	52,320	53,352	54,432	55,524	56,640
	MON	2,963	3,021	3,082	3,143	3,205	3,270	4,274	4,360	4,446	4,536	4,627	4,720
	8HR	136.72	139.44	142.24	145.04	147.92	150.96	197.28	201.20	205.20	209.36	213.52	217.84
WF04	ANN	36,960	37,704	38,460	39,228	40,008	40,812	53,352	54,432	55,524	56,652	57,780	58,944
	MON	3,080	3,142	3,205	3,269	3,334	3,401	4,446	4,536	4,627	4,721	4,815	4,912
	8HR	142.16	145.04	147.92	150.88	153.84	156.96	205.20	209.36	213.52	217.92	222.24	226.72
WF05	ANN	38,424	39,204	39,972	40,788	41,592	42,432	55,512	56,640	57,732	58,884	60,048	61,248
	MON	3,202	3,267	3,331	3,399	3,466	3,536	4,626	4,720	4,811	4,907	5,004	5,104
	8HR	147.76	150.80	153.76	156.88	160.00	163.20	213.52	217.84	222.08	226.48	230.96	235.60
WF06	ANN	39,972	40,788	41,592	42,444	43,296	44,160	57,684	58,836	60,012	61,212	62,436	63,684
	MON	3,331	3,399	3,466	3,537	3,608	3,680	4,807	4,903	5,001	5,101	5,203	5,307
	8HR	153.76	156.88	160.00	163.28	166.56	169.84	221.84	226.32	230.80	235.44	240.16	244.96
WF07	ANN	41,556	42,396	43,248	44,100	44,988	45,888	59,684	60,836	62,012	63,212	64,436	65,684
	MON	3,463	3,533	3,604	3,675	3,749	3,824	4,967	5,063	5,161	5,261	5,363	5,467
	8HR	159.84	163.04	166.32	169.60	173.04	176.48	231.84	236.32	240.80	245.44	250.16	254.96
WF08	ANN	43,224	44,076	44,952	45,840	46,752	47,688	61,684	62,836	64,012	65,212	66,436	67,684
	MON	3,602	3,673	3,746	3,820	3,896	3,974	5,117	5,213	5,311	5,411	5,513	5,617
	8HR	166.24	169.52	172.88	176.32	179.84	183.44	241.84	246.32	250.80	255.44	260.16	264.96
WF09	ANN	45,624	46,524	47,460	48,408	49,380	50,364	64,684	65,836	67,012	68,212	69,436	70,684
	MON	3,802	3,877	3,955	4,034	4,115	4,197	5,337	5,433	5,531	5,631	5,733	5,837
	8HR	175.44	178.96	182.56	186.16	189.92	193.68	251.84	256.32	260.80	265.44	270.16	274.96

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit A

Effective Date: 07/01/2008
Bargaining Unit: 03 White Collar, Non-supervisor
04 White Collar, Supervisor

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	
SR04	ANN	21,948	22,776	23,688	24,648	25,668	26,700	27,756	28,836	29,968	31,122	32,424	33,756
	MON	1,829	1,898	1,974	2,054	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813
	8HR	84.40	87.60	91.12	94.80	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84
SR05	HRLY	10.55	10.95	11.39	11.85	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23
	ANN	22,776	23,688	24,648	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064
	MON	1,898	1,974	2,054	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922
SR06	8HR	87.60	91.12	94.80	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88
	HRLY	10.95	11.39	11.85	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86
	ANN	23,688	24,648	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516
SR07	MON	1,974	2,054	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043
	8HR	91.12	94.80	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48
	HRLY	11.39	11.85	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56
SR08	ANN	24,648	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968
	MON	2,054	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164
	8HR	94.80	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00
SR09	HRLY	11.85	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25
	ANN	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480
	MON	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290
SR10	8HR	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84
	HRLY	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98
	ANN	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040
SR11	MON	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420
	8HR	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84
	HRLY	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52
SR11	ANN	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684
	MON	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557
	8HR	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16
SR11	HRLY	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52
	ANN	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412
	MON	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701
SR11	8HR	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80
	HRLY	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35
	ANN	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412
SR11	MON	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701
	8HR	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80
	HRLY	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit A

Effective Date: 07/01/2008
Bargaining Unit: 03 White Collar, Non-supervisor
04 White Collar, Supervisor

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR12	ANN	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412
	MON	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701
	8HR	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80
	HRLY	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35
SR13	ANN	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412	46,176
	MON	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701	3,848
	8HR	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80	177.60
	HRLY	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35	22.20
SR14	ANN	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412	46,176	48,048
	MON	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701	3,848	4,004
	8HR	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80	177.60	184.80
	HRLY	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35	22.20	23.10
SR15	ANN	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412	46,176	48,048	49,932
	MON	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701	3,848	4,004	4,161
	8HR	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80	177.60	184.80	192.08
	HRLY	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35	22.20	23.10	24.01
SR16	ANN	35,064	36,516	37,968	39,480	41,040	42,684	44,412	46,176	48,048	49,932	51,936
	MON	2,922	3,043	3,164	3,290	3,420	3,557	3,701	3,848	4,004	4,161	4,328
	8HR	134.88	140.48	146.00	151.84	157.84	164.16	170.80	177.60	184.80	192.08	199.76
	HRLY	16.86	17.56	18.25	18.98	19.73	20.52	21.35	22.20	23.10	24.01	25.97
SR17	ANN	36,516	37,968	39,480	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012
	MON	3,043	3,164	3,290	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501
	8HR	140.48	146.00	151.84	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76
	HRLY	17.56	18.25	18.98	19.73	20.52	21.35	22.20	23.10	24.01	24.97	27.01
SR18	ANN	37,968	39,480	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172
	MON	3,164	3,290	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681
	8HR	146.00	151.84	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08
	HRLY	18.25	18.98	19.73	20.52	21.35	22.20	23.10	24.01	24.97	25.97	28.10
SR19	ANN	39,480	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440
	MON	3,290	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870
	8HR	151.84	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80
	HRLY	18.98	19.73	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit A

Effective Date: 07/01/2008
Bargaining Unit: 03 White Collar, Non-supervisor
04 White Collar, Supervisor

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR20	ANN	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744
	MON	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062
	8HR	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60
	HRLY	19.73	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20
SR21	ANN	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,204
	MON	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,267
	8HR	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60	243.12
	HRLY	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.39
SR22	ANN	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,204	65,784
	MON	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,267	5,482
	8HR	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60	243.12	253.04
	HRLY	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.39	31.63
SR23	ANN	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,204	65,784	68,388
	MON	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,267	5,482	5,699
	8HR	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60	243.12	253.04	263.04
	HRLY	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.39	31.63	32.88
SR24	ANN	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,204	65,784	68,388	71,112
	MON	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,267	5,482	5,699	5,926
	8HR	184.80	192.08	199.76	207.76	216.08	224.80	233.60	243.12	253.04	263.04	273.52
	HRLY	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.39	31.63	32.88	34.19
SR25	ANN	49,932	51,936	54,012	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968
	MON	4,161	4,328	4,501	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164
	8HR	192.08	199.76	207.76	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48
	HRLY	24.01	24.97	25.97	27.01	28.10	29.20	30.39	31.63	32.88	34.19	35.56
SR26	ANN	51,936	54,012	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968	76,944
	MON	4,328	4,501	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412
	8HR	199.76	207.76	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92
	HRLY	24.97	25.97	27.01	28.10	29.20	30.39	31.63	32.88	34.19	35.56	36.99
SR27	ANN	54,012	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968	76,944	79,992
	MON	4,501	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666
	8HR	207.76	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68
	HRLY	25.97	27.01	28.10	29.20	30.39	31.63	32.88	34.19	35.56	36.99	38.46

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit A

Effective Date: 07/01/2008
Bargaining Unit: 03 White Collar, Non-supervisor
04 White Collar, Supervisor

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR28	ANN	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968	76,944	79,992	83,184
	MON	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932
	8HR	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92
	HLRY	27.01	28.10	29.20	30.39	31.63	32.88	34.19	35.56	36.99	38.46	39.99
SR29	ANN	58,440	60,744	63,204	65,784	68,388	71,112	73,968	76,944	79,992	83,184	86,508
	MON	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932	7,209
	8HR	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92	332.72
	HLRY	28.10	29.20	30.39	31.63	32.88	34.19	35.56	36.99	38.46	39.99	41.59
SR30	ANN	60,744	63,204	65,784	68,388	71,112	73,968	76,944	79,992	83,184	86,508	90,024
	MON	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932	7,209	7,502
	8HR	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92	332.72	346.24
	HLRY	29.20	30.39	31.63	32.88	34.19	35.56	36.99	38.46	39.99	41.59	43.28
SR31	ANN	63,204	65,784	68,388	71,112	73,968	76,944	79,992	83,184	86,508	90,024	93,624
	MON	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932	7,209	7,502	7,802
	8HR	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92	332.72	346.24	360.08
	HLRY	30.39	31.63	32.88	34.19	35.56	36.99	38.46	39.99	41.59	43.28	45.01
SC01	ANN	65,784	68,388	71,112	73,968	76,944	79,992	83,184	86,508	90,024	93,624	97,284
	MON	5,482	5,699	5,926	6,164	6,412	6,666	6,932	7,209	7,502	7,802	8,107
	8HR	253.04	263.04	273.52	284.48	295.92	307.68	319.92	332.72	346.24	360.08	374.16
	HLRY	31.63	32.88	34.19	35.56	36.99	38.46	39.99	41.59	43.28	45.01	46.77
SC02	ANN	68,388	71,112	73,968	76,944	79,992	83,184	86,508	90,024	93,624	97,284	101,208
	MON	5,699	5,926	6,164	6,412	6,666	6,932	7,209	7,502	7,802	8,107	8,434
	8HR	263.04	273.52	284.48	295.92	307.68	319.92	332.72	346.24	360.08	374.16	389.28
	HLRY	32.88	34.19	35.56	36.99	38.46	39.99	41.59	43.28	45.01	46.77	48.66
SC03	ANN	71,112	73,968	76,944	79,992	83,184	86,508	90,024	93,624	97,284	101,208	105,252
	MON	5,926	6,164	6,412	6,666	6,932	7,209	7,502	7,802	8,107	8,434	8,771
	8HR	273.52	284.48	295.92	307.68	319.92	332.72	346.24	360.08	374.16	389.28	404.80
	HLRY	34.19	35.56	36.99	38.46	39.99	41.59	43.28	45.01	46.77	48.66	50.60

State of Hawaii
University of Hawaii
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 02 Blue Collar, Supervisor

	Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N		Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N
F101	ANN	33,480	34,140	34,836	35,520	36,228	F110	ANN	48,000	48,948	49,920	50,940	51,948
	MON	2,790	2,845	2,903	2,960	3,019	MON	4,000	4,079	4,160	4,245	4,329	4,417
	8HR	128.80	131.28	134.00	136.64	139.36	8HR	184.64	188.24	192.00	195.92	199.84	203.84
	HRLY	16.10	16.41	16.75	17.08	17.42	HRLY	23.08	23.53	24.00	24.49	24.98	25.48
F102	ANN	34,848	35,532	36,252	36,984	37,716	F111	ANN	49,908	50,928	51,924	52,980	54,024
	MON	2,904	2,961	3,021	3,082	3,143	MON	4,159	4,244	4,327	4,415	4,502	4,592
	8HR	134.00	136.64	139.44	142.24	145.04	8HR	191.92	195.84	199.68	203.76	207.76	211.92
	HRLY	16.75	17.08	17.43	17.78	18.13	HRLY	23.99	24.48	24.96	25.47	25.97	26.49
F103	ANN	35,940	36,660	37,392	38,160	38,904	F112	ANN	51,888	52,944	53,988	55,080	56,196
	MON	2,995	3,055	3,116	3,180	3,242	MON	4,324	4,412	4,499	4,590	4,683	4,776
	8HR	138.24	141.04	143.84	146.80	149.60	8HR	199.60	203.60	207.68	211.84	216.16	220.40
	HRLY	17.28	17.63	17.98	18.35	18.70	HRLY	24.95	25.45	25.96	26.48	27.02	27.55
F104	ANN	37,404	38,172	38,916	39,708	40,500	F113	ANN	53,976	55,068	56,160	57,288	58,440
	MON	3,117	3,181	3,243	3,309	3,375	MON	4,498	4,589	4,680	4,774	4,870	4,968
	8HR	143.84	146.80	149.68	152.72	155.76	8HR	207.60	211.84	216.00	220.32	224.80	229.28
	HRLY	17.98	18.35	18.71	19.09	19.47	HRLY	25.95	26.48	27.00	27.54	28.10	28.66
F105	ANN	39,360	40,140	40,956	41,796	42,636	F114	ANN	56,124	57,252	58,392	59,556	60,744
	MON	3,280	3,345	3,413	3,483	3,553	MON	4,677	4,771	4,866	4,963	5,062	5,162
	8HR	151.36	154.40	157.52	160.72	164.00	8HR	215.84	220.24	224.56	229.04	233.60	238.24
	HRLY	18.92	19.30	19.69	20.09	20.50	HRLY	26.98	27.53	28.07	28.63	29.20	29.78
F106	ANN	40,452	41,256	42,084	42,936	43,788	F115	ANN	58,356	59,520	60,708	61,920	63,156
	MON	3,371	3,438	3,507	3,578	3,649	MON	4,863	4,960	5,059	5,160	5,263	5,368
	8HR	155.60	158.64	161.84	165.12	168.40	8HR	224.48	228.96	233.52	238.16	242.88	247.76
	HRLY	19.45	19.83	20.23	20.64	21.05	HRLY	28.06	28.62	29.19	29.77	30.36	30.97
F107	ANN	42,024	42,888	43,740	44,592	45,492		ANN	59,520	60,708	61,920	63,156	64,416
	MON	3,502	3,574	3,645	3,716	3,791	MON	5,160	5,263	5,368	5,476	5,588	5,700
	8HR	161.60	164.96	168.24	171.52	174.96	8HR	233.52	238.16	242.88	247.76	252.72	257.76
	HRLY	20.20	20.62	21.03	21.44	21.87	HRLY	29.19	29.77	30.36	30.97	31.58	32.19
F108	ANN	43,704	44,580	45,492	46,380	47,316		ANN	59,520	60,708	61,920	63,156	64,416
	MON	3,642	3,715	3,791	3,865	3,943	MON	5,476	5,588	5,700	5,816	5,936	6,060
	8HR	168.08	171.44	174.96	178.40	182.00	8HR	252.72	257.76	262.88	268.16	273.60	279.12
	HRLY	21.01	21.43	21.87	22.30	22.75	HRLY	32.19	32.79	33.40	34.02	34.64	35.27
F109	ANN	46,128	47,064	48,000	48,948	49,932		ANN	64,416	65,424	66,456	67,512	68,592
	MON	3,844	3,922	4,000	4,079	4,161	MON	6,060	6,168	6,280	6,396	6,516	6,640
	8HR	177.44	181.04	184.64	188.24	192.08	8HR	279.12	284.32	289.60	295.04	300.64	306.40
	HRLY	22.18	22.63	23.08	23.53	24.01	HRLY	35.27	35.90	36.54	37.19	37.84	38.50

State of Hawaii
University of Hawaii
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 02 Blue Collar, Supervisor

	Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N		Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N
F201	ANN	35,652	36,372	37,080	37,836	38,592	F210	ANN	51,072	52,104	53,136	54,204	55,296
	MON	2,971	3,031	3,090	3,153	3,216	MON	4,256	4,342	4,428	4,517	4,608	4,699
	8HR	137.12	139.92	142.64	145.52	148.40	8HR	196.40	200.40	204.40	208.48	212.64	216.88
	HRLY	17.14	17.49	17.83	18.19	18.55	HRLY	24.55	25.05	25.55	26.06	26.58	27.11
F202	ANN	37,080	37,836	38,580	39,348	40,128	F211	ANN	53,136	54,204	55,272	56,388	57,516
	MON	3,090	3,153	3,215	3,279	3,344	MON	4,428	4,517	4,606	4,699	4,793	4,889
	8HR	142.64	145.52	148.40	151.36	154.32	8HR	204.40	208.48	212.56	216.88	221.20	225.68
	HRLY	17.83	18.19	18.55	18.92	19.29	HRLY	25.55	26.06	26.57	27.11	27.65	28.21
F203	ANN	38,268	39,048	39,816	40,620	41,436	F212	ANN	55,296	56,400	57,528	58,668	59,844
	MON	3,189	3,254	3,318	3,385	3,453	MON	4,608	4,700	4,794	4,889	4,987	5,086
	8HR	147.20	150.16	153.12	156.24	159.36	8HR	212.64	216.96	221.28	225.68	230.16	234.72
	HRLY	18.40	18.77	19.14	19.53	19.92	HRLY	26.58	27.12	27.66	28.21	28.77	29.34
F204	ANN	39,816	40,620	41,436	42,276	43,104	F213	ANN	57,528	58,668	59,856	61,044	62,268
	MON	3,318	3,385	3,453	3,523	3,592	MON	4,794	4,889	4,988	5,087	5,189	5,292
	8HR	153.12	156.24	159.36	162.64	165.76	8HR	221.28	225.68	230.24	234.80	239.52	244.24
	HRLY	19.14	19.53	19.92	20.33	20.72	HRLY	27.66	28.21	28.78	29.35	29.94	30.53
F205	ANN	41,424	42,264	43,092	43,956	44,832	F214	ANN	59,796	60,996	62,220	63,456	64,716
	MON	3,452	3,522	3,591	3,663	3,736	MON	4,983	5,083	5,185	5,288	5,393	5,501
	8HR	159.36	162.56	165.76	169.04	172.40	8HR	230.00	234.64	239.28	244.08	248.88	253.92
	HRLY	19.92	20.32	20.72	21.13	21.55	HRLY	28.75	29.33	29.91	30.51	31.11	31.74
F206	ANN	43,056	43,896	44,808	45,696	46,608	F215	ANN	62,196	63,432	64,680	66,000	67,308
	MON	3,588	3,658	3,734	3,808	3,884	MON	5,183	5,286	5,390	5,500	5,609	5,722
	8HR	165.60	168.80	172.32	175.76	179.28	8HR	239.20	244.00	248.80	253.84	258.88	264.08
	HRLY	20.70	21.10	21.54	21.97	22.41	HRLY	29.90	30.50	31.10	31.73	32.36	33.01
F207	ANN	44,808	45,696	46,620	47,544	48,492		ANN					
	MON	3,734	3,808	3,885	3,962	4,041		MON					
	8HR	172.32	175.76	179.28	182.88	186.48		8HR					
	HRLY	21.54	21.97	22.41	22.86	23.31		HRLY					
F208	ANN	46,596	47,532	48,480	49,452	50,436		ANN					
	MON	3,883	3,961	4,040	4,121	4,203		MON					
	8HR	179.20	182.80	186.48	190.24	194.00		8HR					
	HRLY	22.40	22.85	23.31	23.78	24.25		HRLY					
F209	ANN	49,176	50,160	51,168	52,164	53,220		ANN					
	MON	4,098	4,180	4,264	4,347	4,435		MON					
	8HR	189.12	192.96	196.80	200.64	204.72		8HR					
	HRLY	23.64	24.12	24.60	25.08	25.59		HRLY					

State of Hawaii
University of Hawaii
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 02 Blue Collar, Supervisor

	Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N		Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N
F301	ANN	37,968	38,724	39,492	40,284	41,100	F310	ANN	54,396	55,488	56,604	57,732	58,884
	MON	3,164	3,227	3,291	3,357	3,425		MON	4,533	4,624	4,717	4,811	4,907
	8HR	146.00	148.96	151.92	154.96	158.08		161.20	8HR	209.20	213.44	217.68	222.08
F302	HRLY	18.25	18.62	18.99	19.37	19.76	20.15	HRLY	26.15	26.68	27.21	27.76	28.31
	ANN	39,480	40,272	41,088	41,892	42,744	F311	ANN	56,616	57,744	58,908	60,084	61,272
	MON	3,290	3,356	3,424	3,491	3,562		MON	4,718	4,812	4,909	5,007	5,106
8HR	151.84	154.88	158.00	161.12	164.40	167.68		8HR	217.76	222.08	226.56	231.12	235.68
F303	HRLY	18.98	19.36	19.75	20.14	20.55	20.96	HRLY	27.22	27.76	28.32	28.89	29.46
	ANN	40,788	41,604	42,432	43,284	44,148	F312	ANN	58,884	60,072	61,260	62,496	63,732
	MON	3,399	3,467	3,536	3,607	3,679		MON	4,907	5,006	5,105	5,208	5,311
8HR	156.88	160.00	163.20	166.48	169.84	173.20		8HR	226.48	231.04	235.60	240.40	245.12
F304	HRLY	19.61	20.00	20.40	20.81	21.23	21.65	HRLY	28.31	28.88	29.45	30.05	30.64
	ANN	42,396	43,248	44,112	44,988	45,888	F313	ANN	61,248	62,484	63,732	65,004	66,312
	MON	3,533	3,604	3,676	3,749	3,824		MON	5,104	5,207	5,311	5,417	5,526
8HR	163.04	166.32	169.68	173.04	176.48	180.00		8HR	235.60	240.32	245.12	250.00	255.04
F305	HRLY	20.38	20.79	21.21	21.63	22.06	22.50	HRLY	29.45	30.04	30.64	31.25	31.88
	ANN	44,124	45,012	45,924	46,836	47,772	F314	ANN	63,696	64,944	66,252	67,560	68,904
	MON	3,677	3,751	3,827	3,903	3,981		MON	5,308	5,412	5,521	5,630	5,742
8HR	169.68	173.12	176.64	180.16	183.76	187.36		8HR	244.96	249.76	254.80	259.84	265.04
F306	HRLY	21.21	21.64	22.08	22.52	22.97	23.42	HRLY	30.62	31.22	31.85	32.48	33.13
	ANN	45,888	46,788	47,724	48,672	49,632	F315	ANN	66,228	67,548	68,904	70,272	71,688
	MON	3,824	3,899	3,977	4,056	4,136		MON	5,519	5,629	5,742	5,856	5,974
8HR	176.48	179.92	183.52	187.20	190.88	194.80		8HR	254.72	259.84	265.04	270.24	275.76
F307	HRLY	22.06	22.49	22.94	23.40	23.86	24.35	HRLY	31.84	32.48	33.13	33.78	34.47
	ANN	47,712	48,660	49,632	50,628	51,636	F316	ANN	67,560	68,904	70,272	71,688	73,116
	MON	3,976	4,055	4,136	4,219	4,303		MON	5,629	5,742	5,856	5,974	6,093
8HR	183.52	187.12	190.88	194.72	198.64	202.56		8HR	265.04	269.84	274.80	279.84	284.96
F308	HRLY	22.94	23.39	23.86	24.34	24.83	25.32	HRLY	32.48	33.13	33.78	34.47	35.15
	ANN	49,596	50,592	51,612	52,632	53,688	F317	ANN	70,272	71,688	73,116	74,568	76,044
	MON	4,133	4,216	4,301	4,386	4,474		MON	6,093	6,216	6,340	6,464	6,588
8HR	190.72	194.56	198.48	202.40	206.48	210.64		8HR	284.96	289.84	294.80	299.84	304.96
F309	HRLY	23.84	24.32	24.81	25.30	25.81	26.33	HRLY	35.15	35.79	36.44	37.10	37.76
	ANN	52,368	53,400	54,468	55,536	56,664	F318	ANN	74,568	76,044	77,536	79,044	80,568
	MON	4,364	4,450	4,539	4,628	4,722		MON	6,588	6,716	6,844	6,972	7,100
8HR	201.44	205.36	209.52	213.60	217.92	222.32		8HR	304.96	309.84	314.80	319.84	324.96
F309	HRLY	25.18	25.67	26.19	26.70	27.24	27.79	HRLY	37.76	38.41	39.07	39.74	40.41
	ANN	55,536	56,664	57,804	58,944	60,084	F319	ANN	80,568	82,116	83,688	85,276	86,880
	MON	4,628	4,722	4,817	4,913	5,010		MON	7,100	7,232	7,364	7,496	7,628
8HR	213.60	217.92	222.32	226.72	231.12	235.52		8HR	324.96	329.84	334.80	339.84	344.96

State of Hawaii
University of Hawaii
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 02 Blue Collar, Supervisor

	Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N		Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N	
GF01	ANN	40,428	41,232	42,048	42,912	43,764	44,640	ANN	57,936	59,100	60,276	61,464	62,712	63,960
	MON	3,369	3,436	3,504	3,576	3,647	3,720	MON	4,828	4,925	5,023	5,122	5,226	5,330
	8HR	155.52	158.56	161.76	165.04	168.32	171.68	8HR	222.80	227.28	231.84	236.40	241.20	246.00
	HRLY	19.44	19.82	20.22	20.63	21.04	21.46	HRLY	27.85	28.41	28.98	29.55	30.15	30.75
GF02	ANN	42,024	42,888	43,740	44,592	45,492	46,404	ANN	60,252	61,452	62,676	63,936	65,208	66,504
	MON	3,502	3,574	3,645	3,716	3,791	3,867	MON	5,021	5,121	5,223	5,328	5,434	5,542
	8HR	161.60	164.96	168.24	171.52	174.96	178.48	8HR	231.76	236.32	241.04	245.92	250.80	255.76
	HRLY	20.20	20.62	21.03	21.44	21.87	22.31	HRLY	28.97	29.54	30.13	30.74	31.35	31.97
GF03	ANN	43,440	44,292	45,192	46,068	47,004	47,940	ANN	62,700	63,948	65,244	66,528	67,860	69,216
	MON	3,620	3,691	3,766	3,839	3,917	3,995	MON	5,225	5,329	5,437	5,544	5,655	5,768
	8HR	167.04	170.32	173.84	177.20	180.80	184.40	8HR	241.12	245.92	250.96	255.84	261.04	266.24
	HRLY	20.88	21.29	21.73	22.15	22.60	23.05	HRLY	30.14	30.74	31.37	31.98	32.63	33.28
GF04	ANN	45,168	46,044	46,968	47,916	48,876	49,836	ANN	65,220	66,504	67,848	69,216	70,596	72,012
	MON	3,764	3,837	3,914	3,993	4,073	4,153	MON	5,435	5,542	5,654	5,768	5,883	6,001
	8HR	173.76	177.12	180.64	184.32	188.00	191.68	8HR	250.88	255.76	260.96	266.24	271.52	276.96
	HRLY	21.72	22.14	22.58	23.04	23.50	23.96	HRLY	31.36	31.97	32.62	33.28	33.94	34.62
GF05	ANN	46,956	47,904	48,888	49,848	50,856	51,876	ANN	67,800	69,144	70,536	71,940	73,380	74,856
	MON	3,913	3,992	4,074	4,154	4,238	4,323	MON	5,650	5,762	5,878	5,995	6,115	6,238
	8HR	180.64	184.24	188.00	191.76	195.60	199.52	8HR	260.80	265.92	271.28	276.72	282.24	287.92
	HRLY	22.58	23.03	23.50	23.97	24.45	24.94	HRLY	32.60	33.24	33.91	34.59	35.28	35.99
GF06	ANN	48,840	49,824	50,808	51,828	52,848	53,916	ANN	70,524	71,940	73,368	74,832	76,332	77,868
	MON	4,070	4,152	4,234	4,319	4,404	4,493	MON	5,877	5,995	6,114	6,236	6,361	6,489
	8HR	187.84	191.60	195.44	199.36	203.28	207.36	8HR	271.28	276.72	282.16	287.84	293.60	299.52
	HRLY	23.48	23.95	24.43	24.92	25.41	25.92	HRLY	33.91	34.59	35.27	35.98	36.70	37.44
GF07	ANN	50,796	51,816	52,836	53,916	54,996	56,088	ANN	73,332	74,832	76,332	77,868	79,440	81,048
	MON	4,233	4,318	4,403	4,493	4,583	4,674	MON	6,361	6,489	6,621	6,756	6,894	7,036
	8HR	195.36	199.28	203.20	207.36	211.52	215.76	8HR	293.60	299.52	305.64	311.88	318.24	324.72
	HRLY	24.42	24.91	25.40	25.92	26.44	26.97	HRLY	36.70	37.44	38.19	38.94	39.70	40.48
GF08	ANN	52,836	53,916	54,996	56,088	57,216	58,368	ANN	77,868	79,440	81,048	82,680	84,336	86,016
	MON	4,403	4,493	4,583	4,674	4,768	4,864	MON	7,036	7,176	7,318	7,464	7,612	7,764
	8HR	203.20	207.36	211.52	215.76	220.08	224.48	8HR	324.72	331.20	337.84	344.56	351.36	358.24
	HRLY	25.40	25.92	26.44	26.97	27.51	28.06	HRLY	40.48	41.28	42.09	42.90	43.72	44.56
GF09	ANN	55,752	56,868	58,008	59,172	60,348	61,560	ANN	81,048	82,680	84,336	86,016	87,720	89,448
	MON	4,646	4,739	4,834	4,931	5,029	5,130	MON	7,764	7,912	8,064	8,218	8,376	8,536
	8HR	214.40	218.72	223.12	227.60	232.08	236.80	8HR	358.24	365.04	371.92	378.88	385.92	393.04
	HRLY	26.80	27.34	27.89	28.45	29.01	29.60	HRLY	44.56	45.40	46.24	47.08	47.94	48.80

State of Hawaii
University of Hawaii
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 02 Blue Collar, Supervisor

	Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N		Step AN	Step L1N	Step L2N	Step L3N	Step L4N	Step L5N		
WF01	ANN	31,416	32,052	32,712	33,360	34,020	34,692	WF10	ANN	45,072	45,972	46,896	47,832	48,804	49,776
	MON	2,618	2,671	2,726	2,780	2,835	2,891		MON	3,756	3,831	3,908	3,986	4,067	4,148
	8HR	120.80	123.28	125.84	128.32	130.88	133.44		133.44	8HR	173.36	176.80	180.40	184.00	187.68
WF02	HRLY	15.10	15.41	15.73	16.04	16.36	16.68	16.68	HRLY	21.67	22.10	22.55	23.00	23.46	23.93
	ANN	32,700	33,336	34,020	34,716	35,412	36,132	WF11	ANN	46,860	47,796	48,744	49,728	50,724	51,744
	MON	2,725	2,778	2,835	2,893	2,951	3,011		MON	3,905	3,983	4,062	4,144	4,227	4,312
8HR	125.76	128.24	130.88	133.52	136.24	138.96	138.96		8HR	180.24	183.84	187.44	191.28	195.12	199.04
WF03	HRLY	15.72	16.03	16.36	16.69	17.03	17.37	17.37	HRLY	22.53	22.98	23.43	23.91	24.39	24.88
	ANN	33,780	34,440	35,136	35,832	36,540	37,284	WF12	ANN	48,720	49,704	50,688	51,708	52,752	53,808
	MON	2,815	2,870	2,928	2,986	3,045	3,107		MON	4,060	4,142	4,224	4,309	4,396	4,484
8HR	129.92	132.48	135.12	137.84	140.56	143.44	143.44		8HR	187.36	191.20	194.96	198.88	202.88	206.96
WF04	HRLY	16.24	16.56	16.89	17.23	17.57	17.93	17.93	HRLY	23.42	23.90	24.37	24.86	25.36	25.87
	ANN	35,112	35,820	36,540	37,272	38,004	38,772	WF13	ANN	50,688	51,708	52,752	53,820	54,888	55,992
	MON	2,926	2,985	3,045	3,106	3,167	3,231		MON	4,224	4,309	4,396	4,485	4,574	4,666
8HR	135.04	137.76	140.56	143.36	146.16	149.12	149.12		8HR	194.96	198.88	202.88	207.04	211.12	215.36
WF05	HRLY	16.88	17.22	17.57	17.92	18.27	18.64	18.64	HRLY	24.37	24.86	25.36	25.88	26.39	26.92
	ANN	36,504	37,248	37,968	38,748	39,516	40,308	WF14	ANN	52,740	53,808	54,840	55,944	57,048	58,188
	MON	3,042	3,104	3,164	3,229	3,293	3,359		MON	4,395	4,484	4,570	4,662	4,754	4,849
8HR	140.40	143.28	146.00	149.04	152.00	155.04	155.04		8HR	202.88	206.96	210.96	215.20	219.44	223.84
WF06	HRLY	17.55	17.91	18.25	18.63	19.00	19.38	19.38	HRLY	25.36	25.87	26.37	26.90	27.43	27.98
	ANN	37,968	38,748	39,516	40,320	41,136	41,952	WF15	ANN	54,804	55,896	57,012	58,152	59,316	60,504
	MON	3,164	3,229	3,293	3,360	3,428	3,496		MON	4,567	4,658	4,751	4,846	4,943	5,042
8HR	146.00	149.04	152.00	155.04	158.24	161.36	161.36		8HR	210.80	214.96	219.28	223.68	228.16	232.72
WF07	HRLY	18.25	18.63	19.00	19.38	19.78	20.17	20.17	HRLY	26.35	26.87	27.41	27.96	28.52	29.09
	ANN	39,480	40,272	41,088	41,892	42,744	43,596	WF16	ANN	58,016	59,136	60,288	61,472	62,688	63,936
	MON	3,290	3,356	3,424	3,491	3,562	3,633		MON	4,744	4,839	4,936	5,036	5,136	5,240
8HR	151.84	154.88	158.00	161.12	164.40	167.68	167.68		8HR	223.68	228.16	232.72	237.36	242.08	246.88
WF08	HRLY	18.98	19.36	19.75	20.14	20.55	20.96	20.96	HRLY	27.41	27.96	28.52	29.09	29.66	30.24
	ANN	41,064	41,868	42,708	43,548	44,412	45,300	WF17	ANN	62,112	63,312	64,544	65,808	67,104	68,436
	MON	3,422	3,489	3,559	3,629	3,701	3,775		MON	5,036	5,136	5,236	5,340	5,448	5,560
8HR	157.92	161.04	164.24	167.52	170.80	174.24	174.24		8HR	246.88	251.84	256.88	262.00	267.16	272.48
WF09	HRLY	19.74	20.13	20.53	20.94	21.35	21.78	21.78	HRLY	29.66	30.24	30.84	31.44	32.04	32.64
	ANN	43,344	44,196	45,084	45,984	46,908	47,844	WF18	ANN	66,000	67,296	68,624	70,000	71,408	72,840
	MON	3,612	3,683	3,757	3,832	3,909	3,987		MON	5,240	5,344	5,448	5,556	5,668	5,784
8HR	166.72	170.00	173.44	176.88	180.40	184.00	184.00		8HR	272.48	277.60	282.80	288.08	293.44	298.88
WF10	HRLY	20.84	21.25	21.68	22.11	22.55	23.00	23.00	HRLY	30.24	30.84	31.44	32.04	32.64	33.24

State of Hawaii
UNIVERSITY OF HAWAII
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 03 White Collar, Non-Supervisory
04 White Collar, Supervisory

	Step AN	Step BN	Step CN	Step DN	Step EN	Step FN	Step GN	Step HN	Step IN	Step JN	Step KN	Step LN
SR04	ANN	20,856	21,636	22,500	23,412	24,384	25,368	26,364	27,396	28,536	29,652	30,804
	MON	1,738	1,803	1,875	1,951	2,032	2,114	2,197	2,283	2,378	2,471	2,567
	8HR	80.24	83.20	86.56	90.08	93.76	97.60	101.44	105.36	109.76	114.08	118.48
	HRLY	10.03	10.40	10.82	11.26	11.72	12.20	12.68	13.17	13.72	14.26	14.81
SR05	ANN	21,636	22,500	23,412	24,384	25,368	26,364	27,396	28,536	29,652	30,804	32,064
	MON	1,803	1,875	1,951	2,032	2,114	2,197	2,283	2,378	2,471	2,567	2,672
	8HR	83.20	86.56	90.08	93.76	97.60	101.44	105.36	109.76	114.08	118.48	123.36
	HRLY	10.40	10.82	11.26	11.72	12.20	12.68	13.17	13.72	14.26	14.81	15.42
SR06	ANN	22,500	23,412	24,384	25,368	26,364	27,396	28,536	29,652	30,804	32,064	33,312
	MON	1,875	1,951	2,032	2,114	2,197	2,283	2,378	2,471	2,567	2,672	2,776
	8HR	86.56	90.08	93.76	97.60	101.44	105.36	109.76	114.08	118.48	123.36	128.16
	HRLY	10.82	11.26	11.72	12.20	12.68	13.17	13.72	14.26	14.81	15.42	16.02
SR07	ANN	23,412	24,384	25,368	26,364	27,396	28,536	29,652	30,804	32,064	33,312	34,692
	MON	1,951	2,032	2,114	2,197	2,283	2,378	2,471	2,567	2,672	2,776	2,891
	8HR	90.08	93.76	97.60	101.44	105.36	109.76	114.08	118.48	123.36	128.16	133.44
	HRLY	11.26	11.72	12.20	12.68	13.17	13.72	14.26	14.81	15.42	16.02	16.68
SR08	ANN	24,384	25,368	26,364	27,396	28,536	29,652	30,804	32,064	33,312	34,692	36,072
	MON	2,032	2,114	2,197	2,283	2,378	2,471	2,567	2,672	2,776	2,891	3,006
	8HR	93.76	97.60	101.44	105.36	109.76	114.08	118.48	123.36	128.16	133.44	138.72
	HRLY	11.72	12.20	12.68	13.17	13.72	14.26	14.81	15.42	16.02	16.68	17.34
SR09	ANN	25,368	26,364	27,396	28,536	29,652	30,804	32,064	33,312	34,692	36,072	37,512
	MON	2,114	2,197	2,283	2,378	2,471	2,567	2,672	2,776	2,891	3,006	3,126
	8HR	97.60	101.44	105.36	109.76	114.08	118.48	123.36	128.16	133.44	138.72	144.24
	HRLY	12.20	12.68	13.17	13.72	14.26	14.81	15.42	16.02	16.68	17.34	18.03
SR10	ANN	26,364	27,396	28,536	29,652	30,804	32,064	33,312	34,692	36,072	37,512	38,988
	MON	2,197	2,283	2,378	2,471	2,567	2,672	2,776	2,891	3,006	3,126	3,249
	8HR	101.44	105.36	109.76	114.08	118.48	123.36	128.16	133.44	138.72	144.24	149.92
	HRLY	12.68	13.17	13.72	14.26	14.81	15.42	16.02	16.68	17.34	18.03	18.74
SR11	ANN	27,396	28,536	29,652	30,804	32,064	33,312	34,692	36,072	37,512	38,988	40,548
	MON	2,283	2,378	2,471	2,567	2,672	2,776	2,891	3,006	3,126	3,249	3,379
	8HR	105.36	109.76	114.08	118.48	123.36	128.16	133.44	138.72	144.24	149.92	155.92
	HRLY	13.17	13.72	14.26	14.81	15.42	16.02	16.68	17.34	18.03	18.74	19.49

State of Hawaii
UNIVERSITY OF HAWAII
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 03 White Collar, Non-Supervisory
04 White Collar, Supervisory

	Step AN	Step BN	Step CN	Step DN	Step EN	Step FN	Step GN	Step HN	Step IN	Step JN	Step KN	Step LN
SR12	ANN	28,536	29,652	30,804	32,064	33,312	34,692	36,072	37,512	38,988	40,548	42,192
	MON	2,378	2,471	2,567	2,672	2,776	2,891	3,006	3,126	3,249	3,379	3,516
	8HR	109.76	114.08	118.48	123.36	128.16	133.44	138.72	144.24	149.92	155.92	162.24
	HRLY	13.72	14.26	14.81	15.42	16.02	16.68	17.34	18.03	18.74	19.49	20.28
SR13	ANN	29,652	30,804	32,064	33,312	34,692	36,072	37,512	38,988	40,548	42,192	43,872
	MON	2,471	2,567	2,672	2,776	2,891	3,006	3,126	3,249	3,379	3,516	3,656
	8HR	114.08	118.48	123.36	128.16	133.44	138.72	144.24	149.92	155.92	162.24	168.72
	HRLY	14.26	14.81	15.42	16.02	16.68	17.34	18.03	18.74	19.49	20.28	21.09
SR14	ANN	30,804	32,064	33,312	34,692	36,072	37,512	38,988	40,548	42,192	43,872	45,648
	MON	2,567	2,672	2,776	2,891	3,006	3,126	3,249	3,379	3,516	3,656	3,804
	8HR	118.48	123.36	128.16	133.44	138.72	144.24	149.92	155.92	162.24	168.72	175.60
	HRLY	14.81	15.42	16.02	16.68	17.34	18.03	18.74	19.49	20.28	21.09	21.95
SR15	ANN	32,064	33,312	34,692	36,072	37,512	38,988	40,548	42,192	43,872	45,648	47,436
	MON	2,672	2,776	2,891	3,006	3,126	3,249	3,379	3,516	3,656	3,804	3,953
	8HR	123.36	128.16	133.44	138.72	144.24	149.92	155.92	162.24	168.72	175.60	182.48
	HRLY	15.42	16.02	16.68	17.34	18.03	18.74	19.49	20.28	21.09	21.95	22.81
SR16	ANN	33,312	34,692	36,072	37,512	38,988	40,548	42,192	43,872	45,648	47,436	49,344
	MON	2,776	2,891	3,006	3,126	3,249	3,379	3,516	3,656	3,804	3,953	4,112
	8HR	128.16	133.44	138.72	144.24	149.92	155.92	162.24	168.72	175.60	182.48	189.76
	HRLY	16.02	16.68	17.34	18.03	18.74	19.49	20.28	21.09	21.95	22.81	23.72
SR17	ANN	34,692	36,072	37,512	38,988	40,548	42,192	43,872	45,648	47,436	49,344	51,312
	MON	2,891	3,006	3,126	3,249	3,379	3,516	3,656	3,804	3,953	4,112	4,276
	8HR	133.44	138.72	144.24	149.92	155.92	162.24	168.72	175.60	182.48	189.76	197.36
	HRLY	16.68	17.34	18.03	18.74	19.49	20.28	21.09	21.95	22.81	23.72	24.67
SR18	ANN	36,072	37,512	38,988	40,548	42,192	43,872	45,648	47,436	49,344	51,312	53,364
	MON	3,006	3,126	3,249	3,379	3,516	3,656	3,804	3,953	4,112	4,276	4,447
	8HR	138.72	144.24	149.92	155.92	162.24	168.72	175.60	182.48	189.76	197.36	205.28
	HRLY	17.34	18.03	18.74	19.49	20.28	21.09	21.95	22.81	23.72	24.67	25.66
SR19	ANN	37,512	38,988	40,548	42,192	43,872	45,648	47,436	49,344	51,312	53,364	55,524
	MON	3,126	3,249	3,379	3,516	3,656	3,804	3,953	4,112	4,276	4,447	4,627
	8HR	144.24	149.92	155.92	162.24	168.72	175.60	182.48	189.76	197.36	205.28	213.52
	HRLY	18.03	18.74	19.49	20.28	21.09	21.95	22.81	23.72	24.67	25.66	26.69

State of Hawaii
UNIVERSITY OF HAWAII
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 03 White Collar, Non-Supervisory
04 White Collar, Supervisory

	Step AN	Step BN	Step CN	Step DN	Step EN	Step FN	Step GN	Step HN	Step IN	Step JN	Step KN	Step LN
SR20	ANN	38,988	40,548	42,192	43,872	45,648	47,436	49,344	51,312	53,364	55,524	57,708
	MON	3,249	3,379	3,516	3,656	3,804	3,953	4,112	4,276	4,447	4,627	4,809
	8HR	149.92	155.92	162.24	168.72	175.60	182.48	189.76	197.36	205.28	213.52	221.92
	HRLY	18.74	19.49	20.28	21.09	21.95	22.81	23.72	24.67	25.66	26.69	27.74
SR21	ANN	40,548	42,192	43,872	45,648	47,436	49,344	51,312	53,364	55,524	57,708	60,048
	MON	3,379	3,516	3,656	3,804	3,953	4,112	4,276	4,447	4,627	4,809	5,004
	8HR	155.92	162.24	168.72	175.60	182.48	189.76	197.36	205.28	213.52	221.92	230.96
	HRLY	19.49	20.28	21.09	21.95	22.81	23.72	24.67	25.66	26.69	27.74	28.87
SR22	ANN	42,192	43,872	45,648	47,436	49,344	51,312	53,364	55,524	57,708	60,048	62,496
	MON	3,516	3,656	3,804	3,953	4,112	4,276	4,447	4,627	4,809	5,004	5,208
	8HR	162.24	168.72	175.60	182.48	189.76	197.36	205.28	213.52	221.92	230.96	240.40
	HRLY	20.28	21.09	21.95	22.81	23.72	24.67	25.66	26.69	27.74	28.87	30.05
SR23	ANN	43,872	45,648	47,436	49,344	51,312	53,364	55,524	57,708	60,048	62,496	64,968
	MON	3,656	3,804	3,953	4,112	4,276	4,447	4,627	4,809	5,004	5,208	5,414
	8HR	168.72	175.60	182.48	189.76	197.36	205.28	213.52	221.92	230.96	240.40	249.84
	HRLY	21.09	21.95	22.81	23.72	24.67	25.66	26.69	27.74	28.87	30.05	31.23
SR24	ANN	45,648	47,436	49,344	51,312	53,364	55,524	57,708	60,048	62,496	64,968	67,560
	MON	3,804	3,953	4,112	4,276	4,447	4,627	4,809	5,004	5,208	5,414	5,630
	8HR	175.60	182.48	189.76	197.36	205.28	213.52	221.92	230.96	240.40	249.84	259.84
	HRLY	21.95	22.81	23.72	24.67	25.66	26.69	27.74	28.87	30.05	31.23	32.48
SR25	ANN	47,436	49,344	51,312	53,364	55,524	57,708	60,048	62,496	64,968	67,560	70,272
	MON	3,953	4,112	4,276	4,447	4,627	4,809	5,004	5,208	5,414	5,630	5,856
	8HR	182.48	189.76	197.36	205.28	213.52	221.92	230.96	240.40	249.84	259.84	270.24
	HRLY	22.81	23.72	24.67	25.66	26.69	27.74	28.87	30.05	31.23	32.48	33.78
SR26	ANN	49,344	51,312	53,364	55,524	57,708	60,048	62,496	64,968	67,560	70,272	73,092
	MON	4,112	4,276	4,447	4,627	4,809	5,004	5,208	5,414	5,630	5,856	6,091
	8HR	189.76	197.36	205.28	213.52	221.92	230.96	240.40	249.84	259.84	270.24	281.12
	HRLY	23.72	24.67	25.66	26.69	27.74	28.87	30.05	31.23	32.48	33.78	35.14
SR27	ANN	51,312	53,364	55,524	57,708	60,048	62,496	64,968	67,560	70,272	73,092	75,996
	MON	4,276	4,447	4,627	4,809	5,004	5,208	5,414	5,630	5,856	6,091	6,333
	8HR	197.36	205.28	213.52	221.92	230.96	240.40	249.84	259.84	270.24	281.12	292.32
	HRLY	24.67	25.66	26.69	27.74	28.87	30.05	31.23	32.48	33.78	35.14	36.54

State of Hawaii
UNIVERSITY OF HAWAII
SALARY SCHEDULE

Exhibit B

Effective Date: 07/01/2011
Bargaining Unit: 03 White Collar, Non-Supervisory
04 White Collar, Supervisory

	Step AN	Step BN	Step CN	Step DN	Step EN	Step FN	Step GN	Step HN	Step IN	Step JN	Step KN	Step LN
SR28	ANN	53,364	55,524	57,708	60,048	62,496	64,968	67,560	70,272	73,092	75,996	79,020
	MON	4,447	4,627	4,809	5,004	5,208	5,414	5,630	5,856	6,091	6,333	6,585
	HRLY	205.28	213.52	221.92	230.96	240.40	249.84	259.84	270.24	281.12	292.32	303.92
SR29	ANN	55,524	57,708	60,048	62,496	64,968	67,560	70,272	73,092	75,996	79,020	82,188
	MON	4,627	4,809	5,004	5,208	5,414	5,630	5,856	6,091	6,333	6,585	6,849
	HRLY	213.52	221.92	230.96	240.40	249.84	259.84	270.24	281.12	292.32	303.92	316.08
SR30	ANN	57,708	60,048	62,496	64,968	67,560	70,272	73,092	75,996	79,020	82,188	85,524
	MON	4,809	5,004	5,208	5,414	5,630	5,856	6,091	6,333	6,585	6,849	7,127
	HRLY	221.92	230.96	240.40	249.84	259.84	270.24	281.12	292.32	303.92	316.08	328.96
SR31	ANN	60,048	62,496	64,968	67,560	70,272	73,092	75,996	79,020	82,188	85,524	88,944
	MON	5,004	5,208	5,414	5,630	5,856	6,091	6,333	6,585	6,849	7,127	7,412
	HRLY	230.96	240.40	249.84	259.84	270.24	281.12	292.32	303.92	316.08	328.96	342.08
SC01	ANN	62,496	64,968	67,560	70,272	73,092	75,996	79,020	82,188	85,524	88,944	92,424
	MON	5,208	5,414	5,630	5,856	6,091	6,333	6,585	6,849	7,127	7,412	7,702
	HRLY	240.40	249.84	259.84	270.24	281.12	292.32	303.92	316.08	328.96	342.08	355.44
SC02	ANN	64,968	67,560	70,272	73,092	75,996	79,020	82,188	85,524	88,944	92,424	96,144
	MON	5,414	5,630	5,856	6,091	6,333	6,585	6,849	7,127	7,412	7,702	8,012
	HRLY	249.84	259.84	270.24	281.12	292.32	303.92	316.08	328.96	342.08	355.44	369.76
SC03	ANN	67,560	70,272	73,092	75,996	79,020	82,188	85,524	88,944	92,424	96,144	99,984
	MON	5,630	5,856	6,091	6,333	6,585	6,849	7,127	7,412	7,702	8,012	8,332
	HRLY	259.84	270.24	281.12	292.32	303.92	316.08	328.96	342.08	355.44	369.76	384.56

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit C

Effective Date: 06/30/2013 11:59 p.m.
Bargaining Unit: 02 Blue Collar, Supervisor

	Step A	Step L1	Step L2	Step L3	Step L4	Step L5		Step A	Step L1	Step L2	Step L3	Step L4	Step L5
F301	ANN	39,960	40,764	41,568	42,408	43,260	F310	ANN	57,264	58,404	59,580	60,768	61,980
	MON	3,330	3,397	3,464	3,534	3,605	MON	4,772	4,867	4,965	5,064	5,165	5,268
	8HR	153.68	156.80	159.84	163.12	166.40	8HR	220.24	224.64	229.12	233.76	238.40	243.12
	HRLY	19.21	19.60	19.98	20.39	20.80	HRLY	27.53	28.08	28.64	29.22	29.80	30.39
F302	ANN	41,556	42,396	43,248	44,100	44,988	F311	ANN	59,592	60,780	62,004	63,240	64,500
	MON	3,463	3,533	3,604	3,675	3,749	MON	4,966	5,065	5,167	5,270	5,375	5,482
	8HR	159.84	163.04	166.32	169.60	173.04	8HR	229.20	233.76	238.48	243.20	248.08	253.04
	HRLY	19.98	20.38	20.79	21.20	21.63	HRLY	28.65	29.22	29.81	30.40	31.01	31.63
F303	ANN	42,936	43,788	44,664	45,564	46,476	F312	ANN	61,980	63,228	64,488	65,784	67,092
	MON	3,578	3,649	3,722	3,797	3,873	MON	5,165	5,269	5,374	5,482	5,591	5,703
	8HR	165.12	168.40	171.76	175.28	178.72	8HR	238.40	243.20	248.00	253.04	258.08	263.20
	HRLY	20.64	21.05	21.47	21.91	22.34	HRLY	29.80	30.40	31.00	31.63	32.26	32.90
F304	ANN	44,628	45,528	46,428	47,352	48,300	F313	ANN	64,476	65,772	67,092	68,424	69,804
	MON	3,719	3,794	3,869	3,946	4,025	MON	5,373	5,481	5,591	5,702	5,817	5,933
	8HR	171.68	175.12	178.56	182.16	185.76	8HR	248.00	252.96	258.08	263.20	268.48	273.84
	HRLY	21.46	21.89	22.32	22.77	23.22	HRLY	31.00	31.62	32.26	32.90	33.56	34.23
F305	ANN	46,452	47,376	48,336	49,296	50,280	F314	ANN	67,044	68,364	69,744	71,112	72,528
	MON	3,871	3,948	4,028	4,108	4,190	MON	5,587	5,697	5,812	5,926	6,044	6,165
	8HR	178.64	182.24	185.92	189.60	193.36	8HR	257.84	262.96	268.24	273.52	278.96	284.56
	HRLY	22.33	22.78	23.24	23.70	24.17	HRLY	32.23	32.87	33.53	34.19	34.87	35.57
F306	ANN	48,300	49,248	50,232	51,228	52,248	F315	ANN	69,708	71,100	72,528	73,968	75,456
	MON	4,025	4,104	4,186	4,269	4,354	MON	5,809	5,925	6,044	6,164	6,288	6,414
	8HR	185.76	189.44	193.20	197.04	200.96	8HR	268.08	273.44	278.96	284.48	290.24	296.00
	HRLY	23.22	23.68	24.15	24.63	25.12	HRLY	33.51	34.18	34.87	35.56	36.28	37.00
F307	ANN	50,220	51,216	52,248	53,292	54,348							
	MON	4,185	4,268	4,354	4,441	4,529							
	8HR	193.12	196.96	200.96	204.96	209.04							
	HRLY	24.14	24.62	25.12	25.62	26.13							
F308	ANN	52,200	53,256	54,324	55,404	56,508							
	MON	4,350	4,438	4,527	4,617	4,709							
	8HR	200.80	204.80	208.96	213.12	217.36							
	HRLY	25.10	25.60	26.12	26.64	27.17							
F309	ANN	55,128	56,208	57,336	58,464	59,640							
	MON	4,594	4,684	4,778	4,872	4,970							
	8HR	212.00	216.16	220.56	224.88	229.36							
	HRLY	26.50	27.02	27.57	28.11	28.67							

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Exhibit C

Effective Date: 06/30/2013 11:59 p.m.

Bargaining Unit: 02 Blue Collar, Supervisor

	Step A	Step L1	Step L2	Step L3	Step L4	Step L5		Step A	Step L1	Step L2	Step L3	Step L4	Step L5	
GF01	ANN	42,552	43,404	44,256	45,168	46,068	46,992	ANN	60,984	62,208	63,444	64,704	66,012	67,332
	MON	3,546	3,617	3,688	3,764	3,839	3,916	MON	5,082	5,184	5,287	5,392	5,501	5,611
	8HR	163.68	166.96	170.24	173.76	177.20	180.72	8HR	234.56	239.28	244.00	248.88	253.92	258.96
	HRLY	20.46	20.87	21.28	21.72	22.15	22.59	HRLY	29.32	29.91	30.50	31.11	31.74	32.37
GF02	ANN	44,232	45,144	46,044	46,944	47,880	48,852	ANN	63,420	64,692	65,976	67,296	68,640	70,008
	MON	3,686	3,762	3,837	3,912	3,990	4,071	MON	5,285	5,391	5,498	5,608	5,720	5,834
	8HR	170.16	173.60	177.12	180.56	184.16	187.92	8HR	243.92	248.80	253.76	258.80	264.00	269.28
	HRLY	21.27	21.70	22.14	22.57	23.02	23.49	HRLY	30.49	31.10	31.72	32.35	33.00	33.66
GF03	ANN	45,720	46,620	47,568	48,492	49,476	50,460	ANN	66,000	67,308	68,676	70,032	71,436	72,864
	MON	3,810	3,885	3,964	4,041	4,123	4,205	MON	5,500	5,609	5,723	5,836	5,953	6,072
	8HR	175.84	179.28	182.96	186.48	190.32	194.08	8HR	253.84	258.88	264.16	269.36	274.72	280.24
	HRLY	21.98	22.41	22.87	23.31	23.79	24.26	HRLY	31.73	32.36	33.02	33.67	34.34	35.03
GF04	ANN	47,544	48,468	49,440	50,436	51,444	52,464	ANN	68,652	70,008	71,424	72,864	74,316	75,804
	MON	3,962	4,039	4,120	4,203	4,287	4,372	MON	5,721	5,834	5,952	6,072	6,193	6,317
	8HR	182.88	186.40	190.16	194.00	197.84	201.76	8HR	264.08	269.28	274.72	280.24	285.84	291.52
	HRLY	22.86	23.30	23.77	24.25	24.73	25.22	HRLY	33.01	33.66	34.34	35.03	35.73	36.44
GF05	ANN	49,428	50,424	51,456	52,476	53,532	54,600	ANN	71,364	72,780	74,244	75,732	77,244	78,792
	MON	4,119	4,202	4,288	4,373	4,461	4,550	MON	5,947	6,065	6,187	6,311	6,437	6,566
	8HR	190.08	193.92	197.92	201.84	205.92	210.00	8HR	274.48	279.92	285.52	291.28	297.12	303.04
	HRLY	23.76	24.24	24.74	25.23	25.74	26.25	HRLY	34.31	34.99	35.69	36.41	37.14	37.88
GF06	ANN	51,408	52,452	53,484	54,552	55,632	56,748	ANN	74,232	75,720	77,232	78,768	80,352	81,960
	MON	4,284	4,371	4,457	4,546	4,636	4,729	MON	6,186	6,310	6,436	6,564	6,696	6,830
	8HR	197.76	201.76	205.68	209.84	214.00	218.24	8HR	285.52	291.20	297.04	302.96	309.04	315.20
	HRLY	24.72	25.22	25.71	26.23	26.75	27.28	HRLY	35.69	36.40	37.13	37.87	38.63	39.40
GF07	ANN	53,472	54,540	55,620	56,748	57,888	59,040	ANN	77,232	78,780	80,352	81,960	83,616	85,304
	MON	4,456	4,545	4,635	4,729	4,824	4,920	MON	6,310	6,436	6,564	6,696	6,830	6,966
	8HR	205.68	209.76	213.92	218.24	222.64	227.04	8HR	291.20	297.04	302.96	309.04	315.20	321.44
	HRLY	25.71	26.22	26.74	27.28	27.83	28.38	HRLY	37.13	37.87	38.63	39.40	40.18	40.96
GF08	ANN	55,620	56,748	57,888	59,040	60,228	61,440	ANN	81,960	83,616	85,304	87,024	88,776	90,564
	MON	4,635	4,729	4,824	4,920	5,019	5,120	MON	6,696	6,830	6,966	7,104	7,244	7,388
	8HR	213.92	218.24	222.64	227.04	231.68	236.32	8HR	321.44	327.20	333.04	338.96	345.04	351.20
	HRLY	26.74	27.28	27.83	28.38	28.96	29.54	HRLY	40.18	40.96	41.76	42.56	43.36	44.18
GF09	ANN	58,692	59,856	61,056	62,280	63,528	64,800	ANN	85,304	87,024	88,776	90,564	92,392	94,248
	MON	4,891	4,988	5,088	5,190	5,294	5,400	MON	7,388	7,536	7,688	7,840	7,996	8,156
	8HR	225.76	230.24	234.80	239.52	244.32	249.20	8HR	351.20	357.20	363.20	369.20	375.20	381.20
	HRLY	28.22	28.78	29.35	29.94	30.54	31.15	HRLY	44.18	44.96	45.76	46.56	47.36	48.18

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	
SR04	ANN	21,948	22,776	23,688	24,648	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756
	MON	1,829	1,898	1,974	2,054	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813
	8HR	84.40	87.60	91.12	94.80	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84
	HRLY	10.55	10.95	11.39	11.85	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23
SR05	ANN	22,776	23,688	24,648	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064
	MON	1,898	1,974	2,054	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922
	8HR	87.60	91.12	94.80	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88
	HRLY	10.95	11.39	11.85	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86
SR06	ANN	23,688	24,648	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516
	MON	1,974	2,054	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043
	8HR	91.12	94.80	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48
	HRLY	11.39	11.85	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56
SR07	ANN	24,648	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968
	MON	2,054	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164
	8HR	94.80	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00
	HRLY	11.85	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25
SR08	ANN	25,668	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480
	MON	2,139	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290
	8HR	98.72	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84
	HRLY	12.34	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98
SR09	ANN	26,700	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040
	MON	2,225	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420
	8HR	102.72	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84
	HRLY	12.84	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73
SR10	ANN	27,756	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684
	MON	2,313	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557
	8HR	106.72	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16
	HRLY	13.34	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52
SR11	ANN	28,836	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412
	MON	2,403	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701
	8HR	110.88	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80
	HRLY	13.86	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Exhibit C

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR12	ANN	30,036	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	46,176
	MON	2,503	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,848
	8HR	115.52	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	177.60
SR13	HRLY	14.44	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35
	ANN	31,212	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412	46,176
	MON	2,601	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701	3,848
SR14	8HR	120.08	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80	177.60
	HRLY	15.01	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35	22.20
	ANN	32,424	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412	46,176	48,048
SR15	MON	2,702	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701	3,848	4,004
	8HR	124.72	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80	177.60	184.80
	HRLY	15.59	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35	22.20	23.10
SR16	ANN	33,756	35,064	36,516	37,968	39,480	41,040	42,684	44,412	46,176	48,048	49,932
	MON	2,813	2,922	3,043	3,164	3,290	3,420	3,557	3,701	3,848	4,004	4,161
	8HR	129.84	134.88	140.48	146.00	151.84	157.84	164.16	170.80	177.60	184.80	192.08
SR17	HRLY	16.23	16.86	17.56	18.25	18.98	19.73	20.52	21.35	22.20	23.10	24.01
	ANN	36,516	37,968	39,480	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012
	MON	3,043	3,164	3,290	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501
SR18	8HR	140.48	146.00	151.84	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76
	HRLY	17.56	18.25	18.98	19.73	20.52	21.35	22.20	23.10	24.01	24.97	25.97
	ANN	37,968	39,480	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172
SR19	MON	3,164	3,290	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681
	8HR	146.00	151.84	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08
	HRLY	18.25	18.98	19.73	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01
SR19	ANN	39,480	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440
	MON	3,290	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870
	8HR	151.84	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80
SR19	HRLY	18.98	19.73	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10
	ANN	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744
	MON	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062
SR19	8HR	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60
	HRLY	19.73	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20
	ANN	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,084
SR19	MON	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,264
	8HR	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60	242.80
	HRLY	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.30

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Exhibit C

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR20	ANN	41,040	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744
	MON	3,420	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062
	8HR	157.84	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60
SR21	HRLY	19.73	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20
	ANN	42,684	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,204
	MON	3,557	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,267
SR22	8HR	164.16	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60	243.12
	HRLY	20.52	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.39
	ANN	44,412	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,204	65,784
SR23	MON	3,701	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,267	5,482
	8HR	170.80	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60	243.12	253.04
	HRLY	21.35	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.39	31.63
SR24	ANN	46,176	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,204	65,784	68,388
	MON	3,848	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,267	5,482	5,699
	8HR	177.60	184.80	192.08	199.76	207.76	216.08	224.80	233.60	243.12	253.04	263.04
SR25	HRLY	22.20	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.39	31.63	32.88
	ANN	48,048	49,932	51,936	54,012	56,172	58,440	60,744	63,204	65,784	68,388	71,112
	MON	4,004	4,161	4,328	4,501	4,681	4,870	5,062	5,267	5,482	5,699	5,926
SR26	8HR	184.80	192.08	199.76	207.76	216.08	224.80	233.60	243.12	253.04	263.04	273.52
	HRLY	23.10	24.01	24.97	25.97	27.01	28.10	29.20	30.39	31.63	32.88	34.19
	ANN	49,932	51,936	54,012	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968
SR27	MON	4,161	4,328	4,501	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164
	8HR	192.08	199.76	207.76	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48
	HRLY	24.01	24.97	25.97	27.01	28.10	29.20	30.39	31.63	32.88	34.19	35.56
SR28	ANN	51,936	54,012	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968	76,944
	MON	4,328	4,501	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412
	8HR	199.76	207.76	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92
SR29	HRLY	24.97	25.97	27.01	28.10	29.20	30.39	31.63	32.88	34.19	35.56	36.99
	ANN	54,012	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968	76,944	79,992
	MON	4,501	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666
SR30	8HR	207.76	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68
	HRLY	25.97	27.01	28.10	29.20	30.39	31.63	32.88	34.19	35.56	36.99	38.46
	ANN	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968	76,944	79,992	83,184
SR31	MON	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932
	8HR	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92
	HRLY	27.01	28.10	29.20	30.39	31.63	32.88	34.19	35.56	36.99	38.46	39.99

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Exhibit C

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR28	ANN	56,172	58,440	60,744	63,204	65,784	68,388	71,112	73,968	76,944	79,992	83,184
	MON	4,681	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932
	HRLY	216.08	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92
SR29	ANN	27,01	28,10	29,20	30,39	31,63	32,88	34,19	35,56	36,99	38,46	39,99
	MON	4,870	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932	7,209
	HRLY	224.80	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92	332.72
SR30	ANN	28,10	29,20	30,39	31,63	32,88	34,19	35,56	36,99	38,46	39,99	41,59
	MON	5,062	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932	7,209	7,502
	HRLY	233.60	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92	332.72	346.24
SR31	ANN	29,20	30,39	31,63	32,88	34,19	35,56	36,99	38,46	39,99	41,59	43,28
	MON	5,267	5,482	5,699	5,926	6,164	6,412	6,666	6,932	7,209	7,502	7,802
	HRLY	243.12	253.04	263.04	273.52	284.48	295.92	307.68	319.92	332.72	346.24	360.08
SC01	ANN	30,39	31,63	32,88	34,19	35,56	36,99	38,46	39,99	41,59	43,28	45,01
	MON	5,482	5,699	5,926	6,164	6,412	6,666	6,932	7,209	7,502	7,802	8,107
	HRLY	253.04	263.04	273.52	284.48	295.92	307.68	319.92	332.72	346.24	360.08	374.16
SC02	ANN	31,63	32,88	34,19	35,56	36,99	38,46	39,99	41,59	43,28	45,01	46,77
	MON	5,699	5,926	6,164	6,412	6,666	6,932	7,209	7,502	7,802	8,107	8,434
	HRLY	263.04	273.52	284.48	295.92	307.68	319.92	332.72	346.24	360.08	374.16	389.28
SC03	ANN	32,88	34,19	35,56	36,99	38,46	39,99	41,59	43,28	45,01	46,77	48,66
	MON	5,926	6,164	6,412	6,666	6,932	7,209	7,502	7,802	8,107	8,434	8,771
	HRLY	273.52	284.48	295.92	307.68	319.92	332.72	346.24	360.08	374.16	389.28	404.80
SC03	ANN	34,19	35,56	36,99	38,46	39,99	41,59	43,28	45,01	46,77	48,66	50,60
	MON	6,164	6,412	6,666	6,932	7,209	7,502	7,802	8,107	8,434	8,771	9,124
	HRLY	284.48	295.92	307.68	319.92	332.72	346.24	360.08	374.16	389.28	404.80	421.12
SC03	ANN	35,56	36,99	38,46	39,99	41,59	43,28	45,01	46,77	48,66	50,60	52,64
	MON	6,412	6,666	6,932	7,209	7,502	7,802	8,107	8,434	8,771	9,124	9,487
	HRLY	295.92	307.68	319.92	332.72	346.24	360.08	374.16	389.28	404.80	421.12	437.60