STANDARD FORM 98a Feburary 1973 **U.S. DEPARTMENT OF LABOR** EMPLOYMENT STANDARDS ADMINISTRATION	**NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE** (Attachment A)	11. NOTICE NO.

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT		13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACCOUNTING CLERK I	01011	1	GS-2
ACCOUNTING CLERK II	01012	1	GS-3
ACCOUNTING CLERK III	01013	1	GS-4
ACCOUNTING CLERK IV	01014	1	GS-5
GENERAL CLERK I	01115	1	GS-1
GENERAL CLERK II	01116	1	GS-2
GENERAL CLERK III	01117	1	GS-3
GENERAL CLERK IV	01118	1	GS-4
ORDER CLERK I	01191	1	GS-2
ORDER CLERK II	01192	1	GS-3
SCHEDULER, MAINTENANCE	01300	1	GS-4
SECRETARY I	01311	1	GS-4
SECRETARY II	01312	1	GS-5
SECRETARY III	01313	1	GS-6
SECRETARY IV	01314	1	GS-7
SECRETARY V	01315	1	GS-8
SERVICE ORDER DISPATCHER	01320	1	GS-4
SUPPLY TECHNICIAN	01400	1	GS-7
COMPUTER OPERATOR I	03041	1	GS-4
COMPUTER OPERATOR II	03042	1	GS-5
COMPUTER OPERATOR III	03043	1	GS-6
COMPUTER OPERATOR IV	03044	1	GS-7
COMPUTER OPERATOR V	03045	1	GS-8
MOTOR VEHICLE MECHANIC	05190	1	WG-10
MOTOR VEHICLE MECHANIC HELPER	05220	1	WG-5

STANDARD FORM 98a Feburary 1973 **U.S. DEPARTMENT OF LABOR** EMPLOYMENT STANDARDS ADMINISTRATION	**NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE** (Attachment A)	11. NOTICE NO.

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CLEANER, VEHICLES	11030	1	WG-2
JANITOR	11150	1	WG-2
TOOLS AND PARTS ATTENDANT	21210	1	WG-5
CABLE SPLICER	23125	1	WG-10
FUEL DISTRIBUTION SYSTEM MECHANIC	23340	1	WG-10
GENERAL MAINTENANCE WORKER	23370	1	WG-8
HEAVY EQUIPMENT MECHANIC	23430	1	WG-10
HEAVY EQUIPMENT OPERATOR	23440	1	WG-10
LABORER	23470	1	WG-2
PIPEFITTER, MAINTENANCE	23790	1	WG-10
PLUMBER, MAINTENANCE	23800	1	WG-9
WELDER, COMBINATION, MAINTENANCE	23960	1	WG-10
SEWAGE PLANT OPERATOR	25040	1	WG-9
WATER TREATMENT PLANT OPERATOR	25210	1	WG-9
DRAFTER I	29061	1	GS-3
DRAFTER II	29062	1	GS-4
DRAFTER III	29063	1	GS-5
DRAFTER IV	29064	1	GS-7
ENGINEERING TECHNICIAN I	29081	1	GS-3
ENGINEERING TECHNICIAN II	29082	1	GS-4
ENGINEERING TECHNICIAN III	29083	1	GS-5
ENGINEERING TECHNICIAN IV	29084	1	GS-7
ENGINEERING TECHNICIAN V	29085	1	GS-9
ENGINEERING TECHNICIAN VI	29086	1	GS-11
ENVIRONMENTAL TECHNICIAN	29090	1	GS-7

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LABORATORY TECHNICIAN	29210	1	GS-6
TRUCKDRIVER, LIGHT	31361	1	WG-6
TRUCKDRIVER, MEDIUM	31362	1	WG-7
TRUCKDRIVER, HEAVY	31363	1	WG-8
ELECTRICIAN	47100	1	NONE
ELECTRICIAN, MAINTENANCE	23160	1	WG-10
INSPECTOR	99240	1	NONE
ELECTRICIAN/SECOND ELECTRICIAN	47102	1	NONE

AC-044R

Defense Civilian Personnel Advisory Service
Alexandria, Virginia 22350-1100

Issue Date: 4 August 2026

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the State of Hawaii (Island of Oahu) (HI) Wage Area

TO: Commanding Officers of Military Departments and DoD Component Installations in the Area

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2026-05, dated 23 February 2026. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

WG WL-WS Grade	WG - Rates					WL - Rates					WS - WD - WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	17.31	18.00	18.70	19.44	20.17	19.01	19.78	20.57	21.39	22.12	28.69	29.86	31.05	32.28	33.47	
2	19.58	20.43	21.21	22.06	22.88	21.56	22.44	23.34	24.22	25.10	31.14	32.44	33.71	34.98	36.30	
3	21.89	22.83	23.72	24.62	25.55	24.11	25.08	26.11	27.07	28.09	33.56	34.94	36.34	37.75	39.14	1
4	24.31	25.33	26.33	27.36	28.34	26.73	27.84	28.94	30.05	31.16	35.95	37.42	38.95	40.44	41.94	2
5	26.55	27.64	28.74	29.85	30.96	29.19	30.41	31.60	32.81	34.02	38.19	39.76	41.36	42.96	44.55	3
6	29.01	30.20	31.41	32.63	33.84	31.92	33.24	34.58	35.89	37.22	40.65	42.32	44.00	45.70	47.38	4
7	31.44	32.77	34.05	35.38	36.69	34.55	36.01	37.44	38.89	40.33	42.98	44.75	46.56	48.31	50.12	5 1
8	33.80	35.19	36.60	38.01	39.41	37.16	38.71	40.25	41.84	43.34	45.32	47.23	49.05	50.98	52.85	6 2
9	36.10	37.63	39.15	40.65	42.13	39.74	41.40	43.04	44.69	46.34	47.66	49.63	51.61	53.60	55.58	7 3
10	38.45	40.07	41.70	43.26	44.88	42.32	44.05	45.83	47.60	49.37	49.99	52.09	54.16	56.26	58.30	8 4
11	40.91	42.62	44.33	46.03	47.74	45.02	46.87	48.75	50.62	52.51	51.15	53.26	55.39	57.52	59.68	9 5
12	43.34	45.12	46.92	48.75	50.55	47.65	49.64	51.62	53.60	55.60	52.64	54.80	57.01	59.19	61.37	10 6
13	45.42	47.32	49.18	51.08	52.98	49.98	52.07	54.13	56.22	58.26	54.47	56.71	58.99	61.27	63.55	11 7
14	47.56	49.56	51.54	53.51	55.48	52.32	54.51	56.68	58.85	61.07	56.63	59.02	61.37	63.74	66.11	8
15	49.52	51.59	53.64	55.74	57.85	54.51	56.71	59.04	61.37	63.62	58.96	61.40	63.85	66.33	68.76	9
WS-16											61.51	64.04	66.58	69.17	71.75	
WS-17											64.70	67.39	70.09	72.77	75.46	
WS-18											68.23	71.08	73.94	76.75	79.55	
WS-19											65.90	68.65	71.40	74.14	76.89	

This schedule is impacted by CPM 2022-02. Please reference the corresponding special rate schedule to determine the appropriate payable rates.

KARL H. FENDT
Chief
Wage and Salary Division

Order Date: 2 June 2026
Effective Date: 9 August 2026
Supersedes Schedule Issued 25 November 2025

Salary Table 2026-HI

Incorporating the 1% General Schedule Increase and a Locality Payment of 22.21%

State of Hawaii

Total Increase: 1%

Effective January 2026

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	$ 13.22	$ 13.67	$ 14.11	$ 14.55	$ 14.98	$ 15.24	$ 15.68	$ 16.11	$ 16.13	$ 16.54
	O	*19.83*	*20.51*	*21.17*	*21.83*	*22.47*	*22.86*	*23.52*	*24.17*	*24.20*	*24.81*
2	B	14.87	15.22	15.72	16.13	16.31	16.79	17.27	17.75	18.23	18.71
	O	*22.31*	*22.83*	*23.58*	*24.20*	*24.47*	*25.19*	*25.91*	*26.63*	*27.35*	*28.07*
3	B	16.23	16.77	17.31	17.85	18.39	18.93	19.47	20.01	20.55	21.09
	O	*24.35*	*25.16*	*25.97*	*26.78*	*27.59*	*28.40*	*29.21*	*30.02*	*30.83*	*31.64*
4	B	18.21	18.82	19.43	20.03	20.64	21.25	21.86	22.46	23.07	23.68
	O	*27.32*	*28.23*	*29.15*	*30.05*	*30.96*	*31.88*	*32.79*	*33.69*	*34.61*	*35.52*
5	B	20.38	21.06	21.74	22.42	23.09	23.77	24.45	25.13	25.81	26.49
	O	*30.57*	*31.59*	*32.61*	*33.63*	*34.64*	*35.66*	*36.68*	*37.70*	*38.72*	*39.74*
6	B	22.71	23.47	24.23	24.99	25.74	26.50	27.26	28.02	28.77	29.53
	O	*34.07*	*35.21*	*36.35*	*37.49*	*38.61*	*39.75*	*40.89*	*42.03*	*43.16*	*44.30*
7	B	25.24	26.08	26.92	27.77	28.61	29.45	30.29	31.13	31.97	32.82
	O	*37.86*	*39.12*	*40.38*	*41.66*	*42.92*	*44.18*	*45.44*	*46.70*	*47.96*	*49.23*
8	B	27.95	28.89	29.82	30.75	31.68	32.61	33.54	34.48	35.41	36.34
	O	*41.93*	*43.34*	*44.73*	*46.13*	*47.52*	*48.92*	*50.31*	*51.00*	*51.00*	*51.00*
9	B	30.88	31.91	32.93	33.96	34.99	36.02	37.05	38.08	39.11	40.14
	O	*46.32*	*47.87*	*49.40*	*50.94*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*
10	B	34.00	35.13	36.27	37.40	38.53	39.67	40.80	41.93	43.07	44.20
	O	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*
11	B	37.36	38.60	39.85	41.09	42.34	43.58	44.83	46.08	47.32	48.57
	O	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*
12	B	44.77	46.27	47.76	49.25	50.75	52.24	53.73	55.22	56.72	58.21
	O	*51.00*	*51.00*	*51.00*	*51.00*	*51.00*	*52.24*	*53.73*	*55.22*	*56.72*	*58.21*
13	B	53.24	55.02	56.79	58.57	60.34	62.12	63.89	65.67	67.44	69.22
	O	*53.24*	*55.02*	*56.79*	*58.57*	*60.34*	*62.12*	*63.89*	*65.67*	*67.44*	*69.22*
14	B	62.92	65.02	67.11	69.21	71.31	73.41	75.50	77.60	79.70	81.80
	O	*62.92*	*65.02*	*67.11*	*69.21*	*71.31*	*73.41*	*75.50*	*77.60*	*79.70*	*81.80*
15	B	74.01	76.47	78.94	81.41	83.88	86.34	88.81	91.28	93.74	94.49
	O	*74.01*	*76.47*	*78.94*	*81.41*	*83.88*	*86.34*	*88.81*	*91.28*	*93.74*	*94.49*

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/