

**Table 14.25-- PAY DIFFERENTIALS AND COST OF LIVING INDEXES FOR  
FEDERAL EMPLOYEES IN HAWAII RELATIVE TO WASHINGTON, D.C.,  
BY COUNTY: 1996 TO 2020**

[As of June 4, 2020. Maui includes Kalawao]

Effective or survey date	Allowance category	Honolulu	Hawaii	Maui	Kauai
<b>ALLOWANCE RATES</b>					
March 25, 1997	All employees 1/	22.50	15.00	22.50	22.50
December 2, 1997	All employees 1/	22.50	15.00	22.50	22.50
October 21, 1998	All employees 2/	25.00	15.00	22.50	22.50
October 3, 2000	All employees 3/	25.00	16.50	23.75	23.25
November 9, 2001	All employees 4/	25.00	16.50	23.75	23.25
June 30, 2008	All employees 5/	25.00	18.00	25.00	25.00
<b>COLA AND LOCALITY PAY RATES</b>					
January 1, 2009	COLA 5/ Locality rate 6/	25.00 0.00	18.00 0.00	25.00 0.00	25.00 0.00
January 1, 2010	COLA 6/ 7/ Payable locality rate 6/ Full locality rate 6/	20.94 4.72 14.16	14.26 4.72 14.16	20.94 4.72 14.16	20.94 4.72 14.16
January 1, 2011	COLA 6/ 8/ Payable locality rate 6/ Full locality rate 6/	16.07 11.01 16.51	9.76 11.01 16.51	16.07 11.01 16.51	16.07 11.01 16.51
January 1, 2012	COLA 6/ 8/ Payable locality rate 6/ Full locality rate 6/	12.25 16.51 16.51	6.24 16.51 16.51	12.25 16.51 16.51	12.25 16.51 16.51
January 1, 2016	COLA 6/ Locality rate 6/	12.05 16.81	6.05 16.81	12.05 16.81	12.05 16.81
January 1, 2017	COLA 6/ Locality rate 6/	11.32 17.92	5.39 17.92	11.32 17.92	11.32 17.92
January 1, 2018	COLA 6/ Locality rate 6/	10.99 18.43	5.08 18.43	10.99 18.43	10.99 18.43
January 1, 2019	COLA 6/ Locality rate 6/	10.64 18.98	4.76 18.98	10.64 18.98	10.64 18.98
January 1, 2020	COLA 6/ Locality rate 6/	10.28 19.56	4.42 19.56	10.28 19.56	10.28 19.56
<b>INDEXES</b>					
1996 Survey	Cost of Living Index 9/	121.95	111.89	121.36	121.36
1998 Survey	Cost Comparison Index 10/	124.51	110.89	120.32	117.19
2007 Survey	Cost of Living Index 11/	121.37	111.71	123.62	118.14
2007 Survey, 2008 adj.	Cost Comparison Index 11/	121.40	111.74	123.65	118.17

Continued on next page.

**Table 14.25-- PAY DIFFERENTIALS AND COST OF LIVING INDEXES FOR FEDERAL EMPLOYEES IN HAWAII RELATIVE TO WASHINGTON, D.C., BY COUNTY: 1996 TO 2020 -- Con.**

1/ Interim Rule issued on March 25 and Final Rule issued on December 2, 1997.

2/ As Interim Rule on October 21 and as corrected on November 13, 1998. Final Rule published July 17, 2000, effective August 16, 2000. Current law prohibits reduction in COLA rates through December 31, 2000. As part of the COLA Research in the litigation Caraballo et al vs United States and as requested by Congress, an Interim Rates and Survey Schedule was announced but not yet enacted. The rates, as of October 1, 2000, are raised for Hawaii and Maui to 16.50 and 23.75 percent respectively. The Interim Rates as well as those for Kauai may increase further depending upon the results of the 1998 price surveys and the surveys conducted under New Regulations. Also see OMP, Non-Foreign Area Cost-of-Living Allowances, Special COLA Research Announcement, July 17, 2000 and <<http://www.opm.gov/oca/cola/html/cola-n.htm>>.

3/ Interim rule and invitation for comment issued in Federal Register: Vol. 65, No. 192.

4/ Final rule issued in Federal Register: November 9, 2001 (Volume 66, Number 218).

5/ Final rule issued in Federal Register: May 29, 2008 (Volume 73, Number 104).

6/ As provided under the Nonforeign Area Retirement Equity Assurance Act of 2009 (NAREAA) (subtitle B of title XIX of the National Defense Authorization Act for Fiscal Year 2010 (Public Law 111-84, October 28, 2009)), the locality rate for each nonforeign area will be set at two-thirds of the applicable locality rate in January 2011 and the full applicable locality rate in January 2012. Employees in nonforeign areas, e.g. Hawaii, have corresponding reductions in their cost-of-living allowances (COLAs) when locality rates increase.

7/ 2010 COLA rates are also shown in the Compensation Policy Memorandum posted at <<http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=2732>>.

8/ 2011 COLA rates are also shown in the Compensation Policy Memorandum posted at <<http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=3300>>.

9/ Washington, D.C. living costs=100. Based on a survey of comparative costs for Federal employees in February 1996. The Survey was conducted and indexes calculated by Runzheimer International. The detailed methodology is described in the *Federal Register*: March 25, 1997.

10/ Similar explanation to footnote 8/ except the survey period was 1998 and publication in the Federal Register was July 17, 2000.

11/ Similar explanation to footnote 8/ except the survey period was 2007 and publication in the Federal Register was May 29, 2008.

Source: U.S. Office of Personnel Management, *Federal Register Online* via GPO Access <<http://www.wais.access.gpo.gov>>, Vol. 62, No. 57, March 25, 1997 (pp. 14187-14189); Vol. 62, No. 231, December 2, 1997 (pp. 63630-63631); Vol. 63, No. 203, October 21, 1998 (pp. 56430-56431); Vol. 63, No. 219, November 13, 1998 (p. 63385) and <<http://www.opm.gov/oca/cola/html/c-rates.html>> accessed May 15, 2000. OMP-announced Federal COLA Retro Settlement, 06-23-00 and further developments <<http://www.opm.gov/oca/compmemo/2000/2000-10.htm>>. OMP, Non-Foreign Area Cost-of-Living Allowances, Special COLA Research Announcement, July 17, 2000; OMP, Cost-of-Living Allowances Vol. 65, No. 192, October 3, 2000 (58901-58902) and <<http://www.opm.gov/oca/cola/html/c-rates.html>> accessed June 30, 2007; and *Federal Register*, Vol. 73, No. 104, May 29, 2008 (pp. 30727- 30734) <<http://edocket.access.gpo.gov/2008/pdf/E8-12020.pdf>> accessed May 29, 2008; OPM "Nonforeign Area Cost-of-Living Allowances" <<http://www.opm.gov/oca/cola/rates.asp>> accessed July 8, 2011; OPM, Memorandum for Heads of Executive Departments and Agencies "Executive Order for 2011 Pay Schedules" (December 20, 2010) <<http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=3300>> accessed July 11, 2012; OPM, "COLA and Locality Pay Rates in Nonforeign Areas 2009-2015" <<https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/#url=COLA-Rates>> accessed July 22, 2015; "COLA and Locality Pay Rates in Nonforeign Areas 2016", accessed June 6, 2016; OPM, "COLA and Locality Pay Rates in Nonforeign Areas 2017" accessed April 18, 2017; OPM, "COLA and Locality Pay Rates in Nonforeign Areas 2018" accessed April 19, 2018; OPM "COLA and Locality Pay Rates in Nonforeign Areas 2019"; OPM "COLA and Locality Pay Rates Locality Pay Rates in Nonforeign Areas 2020" accessed June 4, 2020.