Table 14.25-- PAY DIFFERENTIALS AND COST OF LIVING INDEXES FOR FEDERAL EMPLOYEES IN HAWAII RELATIVE TO WASHINGTON, D.C., BY COUNTY: 1996 TO 2021

[As of June 10, 2021. Maui includes Kalawao]

ALLOWANCE RATES March 25, 1997	Effective or survey date	Category	Honolulu	Hawaii	Maui	Kauai
March 25, 1997 October 21, 1998 October 3, 2000 All employees 2/ All employees 3/ All employees 3/ All employees 4/ Double 3, 2008 COLA AND LOCALITY PAY RATES January 1, 2009 COLA 5/ Payable locality rate 5/ Diul locality rate 5/ Danuary 1, 2012 COLA 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Danuary 1, 2012 COLA 5/ Payable locality rate 5/ Payable loc		- Category				
October 21, 1998 October 3, 2000 All employees 2/ All employees 3/ All employees 3/ All employees 4/ 25.00 25.00 15.00 16.50 23.75 25.00 22.50 23.25 25.00 COLA AND LOCALITY PAY RATES 25.00 18.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 <td>ALLOWANCE RATES</td> <td></td> <td></td> <td></td> <td></td> <td></td>	ALLOWANCE RATES					
October 3, 2000 All employees 3/ All employees 4/ 25.00 16.50 23.75 25.00 June 30, 2008 All employees 4/ 25.00 18.00 25.00 25.00 25.00 COLA AND LOCALITY PAY RATES January 1, 2009 COLA 4/ 25.00 0.00 0.00 0.00 0.00 0.00 Junuary 1, 2010 COLA 5/ Payable locality rate 5/ 4.72 4.72 4.72 4.72 4.72 Hull locality rate 5/ 14.16 14.16 14.16 14.16 14.16 14.16 Junuary 1, 2011 COLA 5/ Payable locality rate 5/ 16.51 16.51 16.51 16.51 16.51 Junuary 1, 2012 COLA 5/ Payable locality rate 5/ 16.51 16.51 16.51 16.51 Junuary 1, 2016 COLA 5/ Junuary 1, 2016 COLA 5/ Junuary 1, 2017 COLA 5/ Junuary 1, 2017 COLA 5/ Junuary 1, 2017 COLA 5/ Junuary 1, 2018 COLA 5/ Junuary 1, 2019 COLA 5/ Junuary 1, 2018 COLA 5/ Junuary 1, 2019 COLA 5/ Junuary 1, 2020 COLA 5/ Junuary 1, 2021 COLA 5/ Junuary 1, 2021 COLA 5/ Junuary 1, 2021 COLA 5/ Junuary 1, 2020 COLA 5/ Junuary 1, 2020 COLA 5/ Junuary 1, 2021 COLA 5/ Junuary 1, 2021 COLA 5/ Junuary 1, 2020 COLA 5/ Junuary 1, 2021 COLA 5/ Junuary	March 25, 1997	All employees 1/	22.50	15.00	22.50	22.50
June 30, 2008	October 21, 1998	All employees 2/	25.00	15.00	22.50	22.50
COLA AND LOCALITY PAY RATES January 1, 2009 COLA 4/ Locality rate 5/ COLA 5/ Payable locality rate 5/ January 1, 2011 COLA 5/ Payable locality rate 5/ Full locality rate 5/ January 1, 2011 COLA 5/ Payable locality rate 5/ Full locality rate 5/ January 1, 2011 COLA 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Pa	October 3, 2000	All employees 3/	25.00	16.50	23.75	23.25
January 1, 2009 COLA 4/ Locality rate 5/ 25.00 0	June 30, 2008	All employees 4/	25.00	18.00	25.00	25.00
Locality rate 5/ 0.00 0.	COLA AND LOCALITY					
January 1, 2010 COLA 5/ Payable locality rate 5/ Full locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Full locality rate 5/ Payable loc	January 1, 2009	COLA 4/	25.00	18.00	25.00	25.00
Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Full locality rate 5/ F	·	Locality rate 5/	0.00	0.00	0.00	0.00
Full locality rate 5/ January 1, 2011 COLA 5/ Payable locality rate 5/ January 1, 2012 COLA 5/ Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Pa	January 1, 2010	COLA 5/	20.94	14.26	20.94	20.94
January 1, 2011 COLA 5/ Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Full locality rat		Payable locality rate 5/	4.72	4.72	4.72	4.72
Payable locality rate 5/ Full locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Payable locality rate 5/ Full locality rate 5/ January 1, 2016 COLA 5/ Locality rate 5/ COLA 5/ Locality rate 5/ 12.05 16.51 1		Full locality rate 5/	14.16	14.16	14.16	14.16
Full locality rate 5/ 16.51 16.5	January 1, 2011	COLA 5/	16.07	9.76	16.07	16.07
January 1, 2012 COLA 5/ Payable locality rate 5/ Full locality rate 5/ January 1, 2016 COLA 5/ Locality rate 5/ COLA 5/ Locality rate 5/ January 1, 2017 COLA 5/ Locality rate 5/ January 1, 2018 COLA 5/ Locality rate 5/ January 1, 2018 COLA 5/ Locality rate 5/ January 1, 2019 COLA 5/ Locality rate 5/ January 1, 2019 COLA 5/ Locality rate 5/ January 1, 2020 COLA 5/ Locality rate 5/ January 1, 2020 COLA 5/ Locality rate 5/ January 1, 2021 COLA 5/ January 1, 2021 COLA 5/ January 1, 2021 COLA 5/ January 1, 2021 COLA 5/ January 1, 2021 COLA 5/ January 1, 2021 COLA 5/ January 1, 2021 COLA 5/ January 1, 2021 COLA 5/ January 1, 2021 COLA 5/ January 1, 2021 January 1, 2021 COLA 5/ January 1, 2021 January 1, 2021 COLA 5/ January 1, 2021 January 1, 2021 January 1, 2021	·	Payable locality rate 5/	11.01	11.01	11.01	11.01
Payable locality rate 5/ Full locality rate		Full locality rate 5/	16.51	16.51	16.51	16.51
Full locality rate 5/ January 1, 2016 COLA 5/ Locality rate 5/ 12.05 16.81 16.81 16.81 16.81 16.81 January 1, 2017 COLA 5/ Locality rate 5/ 11.32 17.92 17.92 17.92 17.92 17.92 January 1, 2018 COLA 5/ Locality rate 5/ 10.99	January 1, 2012	COLA 5/	12.25	6.24	12.25	12.25
January 1, 2016 COLA 5/ Locality rate 5/ 12.05 16.81 6.05 16.81 12.05 16.81 12.05 16.81 January 1, 2017 COLA 5/ Locality rate 5/ 11.32 17.92 5.39 17.92 11.32 17.92 17.92 17.92 17.92 17.92 17.92 17.92 January 1, 2018 COLA 5/ Locality rate 5/ 10.99 18.43 18.43 18.43 18.43 18.43 18.43 18.43 18.43 18.98 January 1, 2019 COLA 5/ Locality rate 5/ 10.64 18.98 4.76 18.98 10.64 18.98 18.98 18.98 January 1, 2020 COLA 5/ Locality rate 5/ 10.28 19.56 4.42 19.56 10.28 19.56 19.56 19.56 January 1, 2021 COLA 5/ 10.28 19.56 4.42 10.28 10.28 19.56		Payable locality rate 5/	16.51	16.51	16.51	16.51
Locality rate 5/ January 1, 2017 COLA 5/ Locality rate 5/ 11.32 11.32 17.92 January 1, 2018 COLA 5/ Locality rate 5/ Locality rate 5/ 10.99 10.99 10.99 10.99 10.99 10.43 January 1, 2019 COLA 5/ Locality rate 5/ 10.64 1		Full locality rate 5/	16.51	16.51	16.51	16.51
January 1, 2017 COLA 5/ Locality rate 5/ 11.32 17.92 5.39 17.92 11.32 17.92 11.32 17.92 January 1, 2018 COLA 5/ Locality rate 5/ 10.99 18.43 5.08 18.43 10.99 18.43 10.99 18.43 10.99 18.43 10.99 18.43 10.99 18.43 10.99 18.43 10.99 18.43 10.99 18.43 10.99 18.43 10.64 18.43 10.64 18.98 10.64 18.98 10.64 18.98 10.64 18.98 10.28 19.56	January 1, 2016	COLA 5/	12.05	6.05	12.05	12.05
January 1, 2018 COLA 5/ Locality rate 5/ 10.99 18.43 10.99 18.43 10.99 10.99 10.99 10.99 10.99 10.99 10.99 10.99 10.99 10.99 10.99 10.99 10.99 10.64 10.64 10.64 10.64 10.64 10.64 10.98 10.98 10.64 10.64 10.98 10.98 10.98 10.64 10.98 10.98 10.98 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.56 10.28 10.56 10.28 10.56 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 <td< td=""><td>·</td><td>Locality rate 5/</td><td>16.81</td><td>16.81</td><td>16.81</td><td>16.81</td></td<>	·	Locality rate 5/	16.81	16.81	16.81	16.81
January 1, 2018 COLA 5/ Locality rate 5/ 10.99 18.43 10.64 18.43 10.64 18.98 10.64 18.98 10.64 18.98 10.64 18.98 10.28 18.98 10.28 19.56	January 1, 2017	COLA 5/	11.32	5.39	11.32	11.32
January 1, 2019 COLA 5/ Locality rate 5/ 10.64 18.98 4.76 18.98 10.64 18.98 10.28 10.28 10.28 19.56 10.28 19.56 10.28 19.56 10.28 19.56 10.28 19.56 10.28 10.28 10.28 10.28 10.28 10.28 10.28	•	Locality rate 5/	17.92	17.92	17.92	17.92
January 1, 2019 COLA 5/ Locality rate 5/ 10.64 18.98 4.76 18.98 10.64 18.98 10.28 19.56 1	January 1, 2018	COLA 5/	10.99	5.08	10.99	10.99
January 1, 2020 COLA 5/ Locality rate 5/ 18.98 18.98 18.98 18.98 January 1, 2020 COLA 5/ Locality rate 5/ 10.28 19.56 4.42 19.56 10.28 19.56 19.56 19.56 January 1, 2021 COLA 5/ 10.28 4.42 10.28 10.28	• •	Locality rate 5/	18.43	18.43	18.43	18.43
January 1, 2020 COLA 5/ Locality rate 5/ 18.98 18.98 18.98 18.98 January 1, 2020 COLA 5/ Locality rate 5/ 10.28 19.56 4.42 19.56 10.28 19.56 19.56 19.56 January 1, 2021 COLA 5/ 10.28 4.42 10.28 10.28	January 1, 2019	COLA 5/	10.64	4.76	10.64	10.64
Locality rate 5/ 19.56 19.56 19.56 19.56 19.56 January 1, 2021 COLA 5/ 10.28 4.42 10.28 10.28	• •	Locality rate 5/	18.98	18.98		18.98
Locality rate 5/ 19.56 19.56 19.56 19.56 January 1, 2021 COLA 5/ 10.28 4.42 10.28 10.28	January 1, 2020	COLA 5/	10.28	4.42	10.28	10.28
	•					
	January 1, 2021	COLA 5/	10.28	4.42	10.28	10.28
	, , -					

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 2021 -- Con.

Effective or survey date	Category	Honolulu	Hawaii	Maui	Kauai
INDEXES					
1996 Survey 1998 Survey 2007 Survey 2007 Survey, 2008 adj.	Cost of Living Index 6/ Cost Comparison Index 7/ Cost of Living Index 8/ Cost Comparison Index 8/	121.95 124.51 121.37 121.40	111.89 110.89 111.71 111.74	121.36 120.32 123.62 123.65	121.36 117.19 118.14 118.17

- 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/ 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.
- 6/ Washington, D.C. living costs=100. Based on a survey of comparative costs for Federal employees in February 1996. The detailed methodology is described in the Federal Register: March 25, 1997.
 - 7/ Per 6/ except the survey period was 1998 and publication in the Federal Register was July 17, 2000.
 - 8/ Per 7/ 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; Vol. 62, No. 231, December 2, 1997; Vol. 63, No. 203, October 21, 1998; Vol. 63, No. 219, November 13, 1998; 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

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 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

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) https://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; Ibid. "2016" accessed June 6, 2016; Ibid. "2017" accessed April 18, 2017; Ibid. "2018" accessed April 19, 2018; Ibid. "2019" accessed June 4, 2020; and Ibid "2021" accessed June 10, 2021.