

Table 14.27-- COST OF LIVING ALLOWANCE (COLA) AND LOCALITY PAY RATES FOR FEDERAL EMPLOYEES IN HAWAII RELATIVE TO WASHINGTON, D.C., BY COUNTY: 2010 TO 2025

[As of April 22, 2025. Maui includes Kalawao]

Effective date	Category 1/	Honolulu	Hawaii	Maui	Kauai
January 1, 2010	COLA	20.94	14.26	20.94	20.94
	Payable locality rate	4.72	4.72	4.72	4.72
	Full locality rate	14.16	14.16	14.16	14.16
January 1, 2011	COLA	16.07	9.76	16.07	16.07
	Payable locality rate	11.01	11.01	11.01	11.01
	Full locality rate	16.51	16.51	16.51	16.51
January 1, 2012	COLA	12.25	6.24	12.25	12.25
	Payable locality rate	16.51	16.51	16.51	16.51
	Full locality rate	16.51	16.51	16.51	16.51
January 1, 2016	COLA	12.05	6.05	12.05	12.05
	Locality rate	16.81	16.81	16.81	16.81
January 1, 2017	COLA	11.32	5.39	11.32	11.32
	Locality rate	17.92	17.92	17.92	17.92
January 1, 2018	COLA	10.99	5.08	10.99	10.99
	Locality rate	18.43	18.43	18.43	18.43
January 1, 2019	COLA	10.64	4.76	10.64	10.64
	Locality rate	18.98	18.98	18.98	18.98
January 1, 2020	COLA	10.28	4.42	10.28	10.28
	Locality rate	19.56	19.56	19.56	19.56
January 1, 2021	COLA	10.28	4.42	10.28	10.28
	Locality rate	19.56	19.56	19.56	19.56
January 1, 2022	COLA	9.75	3.94	9.75	9.75
	Locality rate 2/	20.40 1/	20.40 1/	20.40 1/	20.40 1/
January 1, 2023	COLA	9.28	3.50	9.28	9.28
	Locality rate 2/	21.17 1/	21.17 1/	21.17 1/	21.17 1/
January 1, 2024	COLA	8.90	3.15	8.90	8.90
	Locality rate 2/	21.79 1/	21.79 1/	21.79 1/	21.79 1/
January 1, 2025	COLA	8.64	2.91	8.64	8.64
	Locality rate 2/	22.21 1/	22.21 1/	22.21 1/	22.21 1/

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1/ 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.

2/ The EX-IV cap (\$176,300 in 2022 and \$183,500 in 2023, \$191,000 in 2024) on General Schedule locality rates affects certain employees. For GS-15 employees in Hawaii at step 10 in 2022, the full locality pay percentage of 20.40 percent not payable in 2022 but rather is 20.13 percent. For GS-15 employees in Hawaii at step 10 in 2023, the full locality pay percentage of 21.17 percent is not payable in 2024 but is rather 20.11 percent. For GS-15 employees in Hawaii at step 10 in 2024, the full locality pay percentage of 21.79 percent is not payable in 2024 but is rather 19.97 percent, and, similarly, in 2025 it is not 22.21 percent but 20.00 percent.

Source: U.S. Office of Personnel Management, *Federal Register Online* via GPO Access "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 2010-2015" <<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 April 25, 2019; Ibid. "2020" accessed June 4, 2020; Ibid "2021" accessed June 10, 2021; Ibid. : "2022" to "2025" <<https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/#url=COLA-Rates>> accessed April 22, 2025.