

DAVID Y. IGE  
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**STATE OF HAWAII**  
HAWAII PUBLIC HOUSING AUTHORITY  
1002 NORTH SCHOOL STREET  
POST OFFICE BOX 17907  
HONOLULU, HAWAII 96817

IN REPLY PLEASE REFER TO:  
20:CPO/416

October 7, 2020

TO: Interested Parties

FROM: Rick T. Sogawa   
Procurement Officer

SUBJECT: Invitation for Bids No. PMB-2020-38, Addendum No. 2  
Custodial Services at the Hawaii Public Housing Authority Administrative  
Offices on Oahu

This Addendum No. 2 is to: 1) provide response to written questions received up until October 5, 2020; 2) amend the IFB; and 3) provide clarifications to the IFB as follows:

**Part I – Written Questions and Responses:**

**Question 1.** Was the remote inspection recorded as stated in section V. of the Administrative Overview? If so, can we request a copy?

Response: No. Remote site inspection was not recorded and not available for viewing. Section V. of the Administrative Overview was amended to remove the language that speaks to availability of a recording and a second remote site inspection is offered to all interested offerors, scheduled at 4:30 p.m. HST, Wednesday, October 7, 2020. See Addendum No. 1 to the IFB issued on October 6, 2020.

**Question 2.** According to IX of the Administrative Review, bid submission shall be date and time stamped by the HPHA upon receipt of the bid submittal at the designated location. Will the contractor receive proof of submission in the event that HPHA receives a bid that is misplaced or mishandled through no fault of the bidder?

Response: No. Proof of bid submission is not provided.

**Question 3.** Under Administrative Policies, it states that the Successful Bidder shall maintain its own written policies. Given the nature of the work, does “Fair Housing” apply?

Response: Fair Housing Administrative Policy does not apply. See Section II below for amendment to IFB.

**Question 4.** If the Successful Bidder’s payroll is biweekly, would HPHA accept a certified copy of all payroll for employees and subcontractors performing services under the resulting Contract on a biweekly basis.

Response: Yes.

**Question 5.** Is there an incumbent? If so, who is it and what is the value of the current contract?

Response: The current incumbent is Lions’ Cleaning & Maintenance, Inc. Current Contract value is \$66,245.22 for the 12-month period ending October 31, 2020.

**Question 6.** On page 42 (Forms and Instructions, Section 3 of IFB PMB-2020-38/Custodial Services), subpart I. Bid Offer Form, paragraph B. Reads: “Corporate Resolution evidencing who is authorized to sign bid and contractual documents on behalf of the bidder; and”  
Is this a mistake or was the information cut off?

Response: Yes. This is a mistake. The Corporate Resolution is the last item listed. See Section II below for amendment to IFB.

**Question 7.** Is the Successful Bidder responsible for cleaning chairs and refrigerators?

Response: The Successful Bidder is responsible for cleaning chairs, See Section II below for amendment to the IFB. The Successful Bidder is not responsible for cleaning refrigerators.

**Question 8.** Possible to know how much the current price at this time?

Response: The current contract price for the 12-month period ending October 31, 2020 is \$66,245.22.

**Question 9.** May I know what's the estimated square footage of carpeted areas?

Response: Estimated square footage of carpeted area for all buildings/trailers is 19,118 as follows:

Building/Trailer	Estimated Carpeted Floor
A	6,850
B	1,650
C	2,800
D	1,556
E	1,650
G	1,712
M	2,900
Total	11,118

**Part II – Amendments to the IFB:**

1. Attachment 2 – Bid Offer Form is hereby deleted in it's entirety and replaced with Attachment 2a (Rev. 10/7/2020) – Bid Offer Form to reflect pricing information not applicable for On-Call Carpet Cleaning Services are not required for Trailers F1, H and L as these Trailers do not have carpeted flooring. Bidder are encouraged to submit bid offers using Attachment 2a.

Should prices be submitted using Attachment 2, the HPHA reserves the right to correct the bidder's offer by subtracting the prices submitted for On-Call Carpet Cleaning Services for Trailers F1, H and L from the Total Bid Prices and Total Contract Prices for each of the contract periods as applicable, and subtract the prices from calculation of the Grand Total Bid Price and the Grand Total Contract Price to reflect that no On-Call Carpet Cleaning Services will be required for these trailers.

2. The last subparagraph under Paragraph XIX. Notice of Award on page 8 of the IFB is hereby amended to read as follows:

"In accordance with section 3-122-122, HAR, Responsibility of Offerors, the Successful Bidder shall produce documents to the Procurement Officer to demonstrate compliance with applicable rules and statutes. The Successful Bidder receiving an award shall be required to enter into a formal written contract with the HPHA. The General Conditions of the resulting Contract are attached and service specifications are included herein. See Attachments 9 and 10 8 and 9."

3. Attachment 11 – Bargaining Unit 01 Salary Schedules for Janitor and Attachment 12 – Bargaining Unit 02 Salary Schedules for Janitor Supervisor of the IFB are hereby deleted in its entirety and replaced with the attached Attachments 11a and 12a.
4. The third subparagraph under Paragraph E. Statutory Requirements of Section 103-55, HRS on page 21 of the IFB is hereby amended to read as follows:

“The HPHA has determined that work to be completed under the resulting Contract is similar to a Janitor I (Bargaining Unit 1/BC 01) and Janitor Supervisor (Bargaining Unit 2/F102) classification at entry level. The Successful Bidder shall be required to pay their employees the published prevailing State wages for work performed under the resulting Contract. At the release of the IFB, the published State prevailing basic hourly wage for these positions are as follows:

Classification	Hourly Rate	
	Effective 7/1/2020	Effective 1/1/2020
Janitor I (BU01, BC01, Step A)	\$20.76	\$21.01
Janitor Supervisor I (BU02, F102, Step A)	\$23.76	\$24.04

See Attachments 10, 11a, and 12a.

5. The third subparagraph under Paragraph F. Bid Price on page 22 of the IFB is hereby amended to read as follows:

“Bidders should account for any published wage increases in their bid offer. See Attachments 11 and 12. The HPHA shall not approve requests for Contract price adjustments due to wage increase during the term of the Contract that are known. It is the sole responsibility of the Successful Bidder to comply with section 103-55, HRS.”

6. Subparagraph A.1. Service Location and Area for Building A on page 24 of the IFB is hereby amended to read as follows:

Building A / Trailer	Office	No. of Conference Rooms	Restroom Facilities	Square Footage
A	Board Room / Conference Rooms / Lunch Room	4	3 4 Toilets*	6,850

\* Includes a public restroom facility in Building A with entrance on School Street side of the building. This public restroom has one (1) toilet and is ADA accessible.

7. Subparagraph g. under paragraph 3. Daily Custodial Services on page 26 of the IFB is hereby amended to read as follows:

“g. Clean drinking fountains, ~~and kitchen sinks, and counter tops~~. Any stainless steel and chrome areas shall be wiped, polished and disinfected. Refill paper towel dispensers.”

8. Subparagraph h. under paragraph 3. Daily Custodial Services on page 26 of the IFB is hereby amended to read as follows:

“h. Clean and dust ~~file cabinets, counter tops, office furniture, and partitions~~ **and office furniture to include without limitation, file cabinets, chairs, desks, plexiglass panels**. Only those desktops that have been totally cleared shall be cleaned and wiped dry.”

9. Subparagraph i. under paragraph 3. Daily Custodial Services on page 26 of the IFB is hereby deleted in its entirety and replaced with the following:

“i. Disinfect high-touch areas, to include without limitation, light switches, doorknobs, keypads on doors, door handles, countertops, cabinet/drawer handles, breakroom tables, breakroom chairs, conference room tables, conference room chairs, copiers/printer keypads and touch screen monitors, and typewriters. Disinfectant solutions shall be registered with the EPA and approved to kill the coronavirus SARS-CoV-2 (COVID-19). Reference List N: Disinfectants for Coronavirus (COVID-19) at <https://www.epa.gov/pesticide-registration/list-n-disinfectants-coronavirus-covid-19>.”

10. Subparagraph d. under paragraph 3. Payment on page 36 of the IFB is hereby amended to read as follows:

“d. The Successful Bidder shall submit a certified copy of all payroll for employees and subcontractors performing services under the resulting Contract to the HPHA on a weekly basis. The certified copy of payroll shall demonstrate compliance with section 103-55, HRS. The certified payroll shall include the following information:

1. Name of each employee
2. Employee's correct classification
3. Rate of pay
4. Daily and weekly number of hours worked
5. Deductions made
6. Actual wages paid

The certification shall affirm that the payrolls are correct and complete, the wage rates contained therein are not less than the applicable rates, and ~~3~~ the classifications set forth for each laborer or mechanic conform with the work the laborer or mechanic performed. Any certification discrepancy found by

the government contracting agency shall be reported to the contractor and the agency director to effect compliance.

11. Subparagraph v. Fair Housing under d. Administrative Policies on page 35 of the IFB is hereby deleted as Fair Housing administrative policy is not applicable to this solicitation.
12. Item B. Corporation Resolution evidencing who is authorized to sign bid and contractual documents on behalf of the bidder; on page 42 of the IFB is hereby amended to read as follows:  
  
“B. Corporate Resolution evidencing who is authorized to sign bid and contractual documents on behalf of the bidder. ~~;~~ and”
13. All other terms and conditions of the IFB shall remain the same.

**Part III – Clarifications:**

The following information is provided for clarification purposes:

1. There are only vinyl tile, ceramic tile and concrete floors in the buildings/trailers. The flooring in buildings H, L, and the D Central Maintenance Breakroom are vinyl tile floors (although appears to be wood or laminate flooring).
2. Vinyl tile floors shall be interpreted as “vinyl tile floors” and not “vinyl and tile floors.”
3. The light fixtures and windows on the inside wall of the public waiting/reception area in Building A, School Street side of the building are considered interior windows and light fixtures, cleaning schedule shall be weekly for the interior windows and quarterly for the light fixtures.
4. Bid Offer due date of Monday, October 12, 2020 is correct as Columbus Day is not a State holiday.

If you have any questions, please contact Ms. Tammie Wong, IFB Coordinator, at 832-6071. Thank you.



IFB-PMB-2020-38  
SEALED BID OFFER

Hawaii Public Housing Authority  
Contract and Procurement Office  
1002 North School Street, Bldg. D  
Honolulu, Hawaii 96817

Dear IFB Coordinator:

The undersigned has carefully read and understands the terms and conditions specified in the Sealed Invitation for Bids, Specifications and the General Conditions by reference made a part of this Bid and hereby submits the following offer to perform the work specified.

That the undersigned further understands and agrees that by submitting this Sealed Bid Offer, 1) it is declaring its Bid Offer is not in violation of Chapter 84, Hawaii Revised Statutes, concerning prohibited State contracts, and 2) it is certifying that the price(s) submitted was (were) independently arrived at without collusion.

Date: \_\_\_\_\_

Respectfully submitted,

Telephone No.: \_\_\_\_\_

Fax No.: \_\_\_\_\_

\_\_\_\_\_  
Legal Name of Bidder (Company Name)

Remittance address, if different from business address:  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Authorized Signature (Original)

\_\_\_\_\_  
Printed Name and Title of Authorized Signer

Hawaii General Excise Tax License  
I.D. No.: \_\_\_\_\_

\_\_\_\_\_  
Business Address

Federal Tax I.D. No. or Social Security No.:  
\_\_\_\_\_

\_\_\_\_\_  
City, State, Zip Code

Bidder is:       Individual       Partnership       Corporation       Joint Venture

State of Incorporation:     Hawaii       \*Other: \_\_\_\_\_

\*If "other", is corporate seal available in Hawaii?     Yes       No

Bidder (Company Name): \_\_\_\_\_

**Bidder must complete the following items:**

1. How many people will be required to provide the specified services each day?

\_\_\_\_\_ people / day

2. How many hours will be required to provide the daily services each day?

\_\_\_\_\_ hours

3. How many hours will be required to provide the weekly services?

\_\_\_\_\_ hours

4. How many hours will be required to provide the monthly services?

\_\_\_\_\_ hours

5. How many hours will be required to provide the semi-annual services?

\_\_\_\_\_ hours

6. Indicate the number of people that will be working under this Contract by category:

Owners \_\_\_\_\_

Employees (Paid) \_\_\_\_\_

Non-Paid Personnel\* \_\_\_\_\_

\*If using non-paid personnel, please specify their relationship to bidder/company:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Bidder (Company Name): \_\_\_\_\_

7. Provide the history of the bidder's experience in the provision of custodial services of similar engagements in the United States. Include the number of years of experience (Attach separate pages if necessary).

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8. Provide the names and address of companies or government agencies in which the bidder has provided or is currently providing custodial services as mentioned in Question 1 above along with the dates of services.

Company or Agency	Contact Person	Telephone No.	Dates of Service

9. Insurance coverage to be provided by:

Insurance Type	Provider	Agent Name	Agent Phone No.
General Commercial Liability			
Automobile			
Workers Compensation			

IFB PMB-2020-38  
Bid Offer Form

Bidder (Company Name): \_\_\_\_\_

Performance Period	Total Bid Price <sup>1</sup>	Total Contract Price <sup>1</sup>
Initial 12-Month Period	\$	\$
Option Year 1	\$	\$
Option Year 2	\$	\$

Grand Total Bid Price:<sup>2</sup> \$ \_\_\_\_\_

Grand Total Contract Price:<sup>3</sup> \$ \_\_\_\_\_

<sup>1</sup> The Total Bid Price and the Total Contract Price amounts should be the same as the corresponding Total Bid Price and Total Contract Price amounts in the subsequent pages of the Bid Offer Form for each performance period. Should there be a discrepancy between the amounts, the HPHA shall verify the amounts calculated based on unit bid prices submitted under each performance period and use the most accurate Total Bid Price and Total Contract Price amounts as the Bid Offer.

<sup>2</sup> The Grand Total Bid Price is the sum of the Total Bid Prices for the Initial 12-Month Period, Option Year 1 and Option Year 2; **The Grand Total Bid Price is used for bid evaluation and award purposes only.**

<sup>3</sup> The Grand Total Contract Price is the sum of the Total Contract Prices for the Initial 12-Month Period, Option Year 1 and Option Year 2; **The Grand Total Contract Price is the award amount for the maximum contract term of 36 months.** On-Call Carpet Cleaning services will not be part of the contract and will be paid through other means such as a State Purchase Order should the need for the service arises.

Award shall be made to the responsive and responsible bidder submitting the lowest Grand Total Bid Price.

**Bidders are strongly encouraged to double check Bid Offer Form calculations for accuracy.**

IFB PMB-2020-38  
Bid Offer Form

Bidder (Company Name): \_\_\_\_\_

Initial 12-Month Period:

Building / Trailer	Daily, Weekly, and Monthly Custodial Services			Quarterly Custodial Services			Semi-Annual Custodial Services			On-Call Carpet Cleaning Services (as needed basis)		
	Unit Bid Price (Per Month) (A)	Qty (B)	Bid Price (C)	Unit Bid (Per (D))	Qty (E)	Bid Price (F)	Unit Bid Price (Per Cleaning) (G)	Qty (H)	Bid Price (I)	Unit Bid Price (Per Cleaning) (J)	Estimated Qty (K)	Bid Price (L)
A	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 = \$	
B	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 = \$	
C	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 = \$	
D	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 = \$	
DI	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
E	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 = \$	
F1	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
G	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 = \$	
H	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
J	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
L	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
M	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 = \$	
<b>Subtotal<sup>1</sup></b>	\$	(M)	\$	(N)	\$	(O)	\$	(P)				

**Total Bid Price<sup>2</sup> for Initial 12-Month Period:** \$ \_\_\_\_\_

**Total Contract Price<sup>3</sup> for Initial 12-Month Period (exclude On-Call Carpet Cleaning Services):** \$ \_\_\_\_\_

<sup>1</sup> Subtotal = sum of Bid Prices for all Buildings and Trailers for the specified services (add vertically).  
<sup>2</sup> Total Bid Price = sum of Subtotal Bid Prices for all services = (M) + (N) + (O) + (P). **Total Bid Price is used for bid evaluation and award purposes only.**  
<sup>3</sup> Total Contract Price = sum of all Subtotal Bid Prices except for the Subtotal for On-Call Carpet Cleaning Services = (M) + (N) + (O);  
 On-Call Carpet Cleaning Service costs will not be part of the contract and will be paid through other means such as a State Purchase Order should the need for the service arises.

IFB PMB-2020-38  
Bid Offer Form

Bidder (Company Name): \_\_\_\_\_

Option Year 1:

Building / Trailer	Daily, Weekly, and Monthly Custodial Services			Quarterly Custodial Services			Semi-Annual Custodial Services			On-Call Carpet Cleaning Services (as needed basis)		
	Unit Bid Price (Per Month) (A)	Qty (B)	Bid Price (C)	Unit Bid (Per (D))	Qty (E)	Bid Price (F)	Unit Bid Price (Per Cleaning) (G)	Qty (H)	Bid Price (I)	Unit Bid Price (Per Cleaning) (J)	Estimated Qty (K)	Bid Price (L)
A	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
B	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
C	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
D	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
D1	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
E	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
F1	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
G	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	\$
H	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
J	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
L	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
M	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	\$
<b>Subtotal<sup>1</sup></b>		\$	(M)		\$	(N)		\$	(O)		\$	(P)

**Total Bid Price<sup>2</sup> for Option Year 1:** \$ \_\_\_\_\_

**Total Contract Price<sup>3</sup> for Option Year 1 (exclude On-Call Carpet Cleaning Services):** \$ \_\_\_\_\_

<sup>1</sup> Subtotal = sum of Bid Prices for all Buildings and Trailers for the specified services (add vertically).  
<sup>2</sup> Total Bid Price = sum of Subtotal Bid Prices for all services = (M) + (N) + (O) + (P). **Total Bid Price is used for bid evaluation and award purposes only.**  
<sup>3</sup> Total Contract Price = sum of all Subtotal Bid Prices except for the Subtotal for On-Call Carpet Cleaning Services = (M) + (N) + (O);

On-Call Carpet Cleaning Service costs will not be part of the contract and will be paid through other means such as a State Purchase Order should the need for the service arises.

IFB PMB-2020-38  
Bid Offer Form

Bidder (Company Name): \_\_\_\_\_

Option Year 2:

Building / Trailer	Daily, Weekly, and Monthly Custodial Services			Quarterly Custodial Services			Semi-Annual Custodial Services			On-Call Carpet Cleaning Services (as needed basis)		
	Unit Bid Price (Per Month) (A)	Qty (B)	Bid Price (C)	Unit Bid (Per (D))	Qty (E)	Bid Price (F)	Unit Bid Price (Per Cleaning) (G)	Qty (H)	Bid Price (I)	Unit Bid Price (Per Cleaning) (J)	Estimated Qty (K)	Bid Price (L)
A	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
B	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
C	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
D	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
D1	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
E	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
F1	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
G	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
H	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
J	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
L	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		Not Applicable	x 0 =	Not Applicable
M	\$	x 12 = \$		\$	x 4 = \$		\$	x 2 = \$		\$	x 2 =	
<b>Subtotal<sup>1</sup></b>	\$	(M)	\$	(N)	\$	(O)	\$	(P)				

**Total Bid Price<sup>2</sup> for Option Year 2:** \$ \_\_\_\_\_

**Total Contract Price<sup>3</sup> for Option Year 2 (exclude On-Call Carpet Cleaning Services):** \$ \_\_\_\_\_

<sup>1</sup> Subtotal = sum of Bid Prices for all Buildings and Trailers for the specified services (add vertically).

<sup>2</sup> Total Bid Price = sum of Subtotal Bid Prices for all services = (M) + (N) + (O) + (P). **Total Bid Price is used for bid evaluation and award purposes only.**

<sup>3</sup> Total Contract Price = sum of all Subtotal Bid Prices except for the Subtotal for On-Call Carpet Cleaning Services = (M) + (N) + (O);

On-Call Carpet Cleaning Service costs will not be part of the contract and will be paid through other means such as a State Purchase Order should the need for the service arises.

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2020  
Bargaining Unit: 01 Blue Collar, Non-Supervisor

	A				A				A				A			
BC01	ANN	43,176	BC09	ANN	58,668	WS01	ANN	44,736	WS09	ANN	62,268					
	MON	3,598		MON	4,889		MON	3,728		MON	5,189					
	8HR	166.08		8HR	225.68		8HR	172.08		8HR	239.52					
	HRLY	20.76		HRLY	28.21		HRLY	21.51		HRLY	29.94					
BC02	ANN	43,764	BC10	ANN	60,900	WS02	ANN	46,800	WS10	ANN	64,476					
	MON	3,647		MON	5,075		MON	3,900		MON	5,373					
	8HR	168.32		8HR	234.24		8HR	180.00		8HR	248.00					
	HRLY	21.04		HRLY	29.28		HRLY	22.50		HRLY	31.00					
BC03	ANN	45,000	BC11	ANN	63,120	WS03	ANN	48,168	WS11	ANN	66,972					
	MON	3,750		MON	5,260		MON	4,014		MON	5,581					
	8HR	173.04		8HR	242.80		8HR	185.28		8HR	257.60					
	HRLY	21.63		HRLY	30.35		HRLY	23.16		HRLY	32.20					
BC04	ANN	46,800	BC12	ANN	65,532	WS04	ANN	50,112	WS12	ANN	69,408					
	MON	3,900		MON	5,461		MON	4,176		MON	5,784					
	8HR	180.00		8HR	252.08		8HR	192.72		8HR	266.96					
	HRLY	22.50		HRLY	31.51		HRLY	24.09		HRLY	33.37					
BC05	ANN	48,672	BC13	ANN	67,932	WS05	ANN	52,140	WS13	ANN	72,036					
	MON	4,056		MON	5,661		MON	4,345		MON	6,003					
	8HR	187.20		8HR	261.28		8HR	200.56		8HR	277.04					
	HRLY	23.40		HRLY	32.66		HRLY	25.07		HRLY	34.63					
BC06	ANN	50,628	BC14	ANN	70,524	WS06	ANN	54,228	WS14	ANN	74,700					
	MON	4,219		MON	5,877		MON	4,519		MON	6,225					
	8HR	194.72		8HR	271.28		8HR	208.56		8HR	287.28					
	HRLY	24.34		HRLY	33.91		HRLY	26.07		HRLY	35.91					
BC07	ANN	52,656	BC15	ANN	73,164	WS07	ANN	56,388	WS15	ANN	77,556					
	MON	4,388		MON	6,097		MON	4,699		MON	6,463					
	8HR	202.56		8HR	281.44		8HR	216.88		8HR	298.32					
	HRLY	25.32		HRLY	35.18		HRLY	27.11		HRLY	37.29					
BC08	ANN	54,804		ANN	58,632	WS08	ANN	58,632		ANN	77,556					
	MON	4,567		MON	4,886		MON	4,886		MON	6,463					
	8HR	210.80		8HR	225.52		8HR	225.52		8HR	298.32					
	HRLY	26.35		HRLY	28.19		HRLY	28.19		HRLY	37.29					

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 01/01/2021  
Bargaining Unit: 01 Blue Collar, Non-Supervisor

	A				A				A				A			
BC01	ANN	43,692	BC09	ANN	59,376	WS01	ANN	45,276	WS09	ANN	63,012					
	MON	3,641		MON	4,948		MON	3,773		MON	5,251					
	8HR	168.08		8HR	228.40		8HR	174.16		8HR	242.32					
	HRLY	21.01		HRLY	28.55		HRLY	21.77		HRLY	30.29					
BC02	ANN	44,292	BC10	ANN	61,632	WS02	ANN	47,364	WS10	ANN	65,244					
	MON	3,691		MON	5,136		MON	3,947		MON	5,437					
	8HR	170.32		8HR	237.04		8HR	182.16		8HR	250.96					
	HRLY	21.29		HRLY	29.63		HRLY	22.77		HRLY	31.37					
BC03	ANN	45,540	BC11	ANN	63,876	WS03	ANN	48,744	WS11	ANN	67,776					
	MON	3,795		MON	5,323		MON	4,062		MON	5,648					
	8HR	175.12		8HR	245.68		8HR	187.44		8HR	260.64					
	HRLY	21.89		HRLY	30.71		HRLY	23.43		HRLY	32.58					
BC04	ANN	47,364	BC12	ANN	66,324	WS04	ANN	50,712	WS12	ANN	70,236					
	MON	3,947		MON	5,527		MON	4,226		MON	5,853					
	8HR	182.16		8HR	255.12		8HR	195.04		8HR	270.16					
	HRLY	22.77		HRLY	31.89		HRLY	24.38		HRLY	33.77					
BC05	ANN	49,260	BC13	ANN	68,748	WS05	ANN	52,764	WS13	ANN	72,900					
	MON	4,105		MON	5,729		MON	4,397		MON	6,075					
	8HR	189.44		8HR	264.40		8HR	202.96		8HR	280.40					
	HRLY	23.68		HRLY	33.05		HRLY	25.37		HRLY	35.05					
BC06	ANN	51,240	BC14	ANN	71,376	WS06	ANN	54,876	WS14	ANN	75,600					
	MON	4,270		MON	5,948		MON	4,573		MON	6,300					
	8HR	197.04		8HR	274.56		8HR	211.04		8HR	290.80					
	HRLY	24.63		HRLY	34.32		HRLY	26.38		HRLY	36.35					
BC07	ANN	53,292	BC15	ANN	74,040	WS07	ANN	57,060	WS15	ANN	78,492					
	MON	4,441		MON	6,170		MON	4,755		MON	6,541					
	8HR	204.96		8HR	284.80		8HR	219.44		8HR	301.92					
	HRLY	25.62		HRLY	35.60		HRLY	27.43		HRLY	37.74					
BC08	ANN	55,464		ANN	59,340	WS08	ANN	59,340		ANN	78,492					
	MON	4,622		MON	4,945		MON	4,945		MON	6,541					
	8HR	213.36		8HR	228.24		8HR	228.24		8HR	301.92					
	HRLY	26.67		HRLY	28.53		HRLY	28.53		HRLY	37.74					



State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 01/01/2021  
Bargaining Unit: 02 Blue Collar, Supervisor

	Step A			Step A																															
WF01	ANN	45,132	WF09	ANN	62,220	F101	ANN	48,036	F109	ANN	66,216	MON	3,761	MON	5,185	MON	4,003	MON	5,518	8HR	173.60	8HR	239.28	8HR	184.72	8HR	254.64	HRLY	21.70	HRLY	29.91	HRLY	23.09	HRLY	31.83
WF02	ANN	46,956	WF10	ANN	64,728	F102	ANN	50,004	F110	ANN	68,892	MON	3,913	MON	5,394	MON	4,167	MON	5,741	8HR	180.64	8HR	248.96	8HR	192.32	8HR	264.96	HRLY	22.58	HRLY	24.04	HRLY	33.12		
WF03	ANN	48,456	WF11	ANN	67,308	F103	ANN	51,612	F111	ANN	71,664	MON	4,038	MON	5,609	MON	4,301	MON	5,972	8HR	186.40	8HR	258.88	8HR	198.48	8HR	275.60	HRLY	23.30	HRLY	24.81	HRLY	34.45		
WF04	ANN	50,400	WF12	ANN	69,924	F104	ANN	53,712	F112	ANN	74,532	MON	4,200	MON	5,827	MON	4,476	MON	6,211	8HR	193.84	8HR	268.96	8HR	206.56	8HR	286.64	HRLY	24.23	HRLY	25.82	HRLY	35.83		
WF05	ANN	52,416	WF13	ANN	72,804	F105	ANN	56,556	F113	ANN	77,496	MON	4,368	MON	6,067	MON	4,713	MON	6,458	8HR	201.60	8HR	280.00	8HR	217.52	8HR	298.08	HRLY	25.20	HRLY	27.19	HRLY	37.26		
WF06	ANN	54,528	WF14	ANN	75,660	F106	ANN	58,068	F114	ANN	80,568	MON	4,544	MON	6,305	MON	4,839	MON	6,714	8HR	209.76	8HR	291.04	8HR	223.36	8HR	309.84	HRLY	26.22	HRLY	27.92	HRLY	38.73		
WF07	ANN	56,676	WF15	ANN	78,672	F107	ANN	60,336	F115	ANN	83,772	MON	4,723	MON	6,556	MON	5,028	MON	6,981	8HR	218.00	8HR	302.56	8HR	232.08	8HR	322.24	HRLY	27.25	HRLY	29.01	HRLY	40.28		
WF08	ANN	58,908				F108	ANN	62,748				MON	4,909	MON	5,229	MON	5,229	MON	6,981	8HR	226.56	8HR	241.36	8HR	241.36	8HR	241.36	HRLY	28.32	HRLY	30.17	HRLY			