2018

Pay Rates in Hawaii

(Seventy-Second Annual Survey)
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INTRODUCTION

The 72nd annual Pay Rates in Hawaii Survey was conducted during August through October 2018. Two hundred-six (206) private companies and government agencies in Hawaii participated in the survey.

Survey Procedure

Survey invitations were e-mailed to 727 organizations at the beginning of August 2018. Participants completed the survey online and uploaded the completed data worksheet. The Council implemented a quality-control process to minimize errors. This included independent reviews, follow-up contact, and data entry controls.

The Survey Sample

One hundred nine different jobs including clerical, trade, service, technical, and professional occupations, were included in the survey. These job classifications were selected to provide identifiable and/or benchmark jobs for comparison.

The Survey Response

Pay rate information has been reported for the 206 organizations that participated in the survey. The total number of all employees for the surveyed participants is 140,581.

The survey participants included 302 private sector organizations and 21 government agencies. Survey data is presented by private/public, employment size, county location and industry type. Total number of participants by different county locations is three hundred twenty-three (323).

The Pay Rates

Pay rates reported were effective for 7/1/18 and cover regular full-time and part-time employees (classified as working twenty or more hours).

Excluded from the survey: part-time employees working less than 20 hours per week; temporary or seasonal workers; working supervisors whose pay reflects their supervisory responsibilities; and construction workers who are paid according to contractor-union wage scales or public works construction wage schedules.
Rates reported for the 101 jobs in the report are actual hourly rates for each incumbent. Salary ranges reported are only for organizations with formal, established rate ranges.

The following jobs are new to the report:

- Counter Attendant
- File Clerk II
- HVAC Mechanic
- Packer
- Records Specialist (Advanced)

The following jobs could not be reported due to insufficient data:

- Activities / Tour Desk Agent
- Audio Visual Technician
- Food Runner
- Membership Enrollment Representative I
- Membership Enrollment Representative III
- Tour Guide
- Tour Driver / Guide
- Tour Driver/Guide, CDL
REPORT FORMAT

The information in this report has been compiled from data furnished by each participant with the understanding that the data reported by each company remain confidential. For this reason, jobs reported by fewer than five facilities are not included*. Also, some measures are not shown when fewer than eight employees are reported. A zero is shown where there is insufficient data for reporting purposes. The following criteria were used in the final report:

<table>
<thead>
<tr>
<th>Minimum Five Facilities and Number Employees Reported</th>
<th>Measures Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 – 8 employees</td>
<td>Average, Median, Mid 50% Range</td>
</tr>
<tr>
<td>9 and above</td>
<td>Average, Median, Mid 50% Range, Extremes (10th and 90th percentile)</td>
</tr>
</tbody>
</table>

The Hawaii Employers Council makes every effort to insure a consistent and representative sample each year. However, new companies open and are included; others are no longer in business or may not be able to participate in a given year. Actual percentage amounts may vary based on different participating companies and jobs reported for each particular report. Therefore, changes in reported data from year to year should be viewed as general trends or indicators rather than precise measurements.

*Note: As with previous Pay Rate Surveys, Public Sector data is reported separately and follows the same report guidelines except for the minimum five facility requirement.
DEFINITION OF TERMS

**Number of Companies**: The total number of companies reporting jobs.

**Number of Employees**: The total of all employees reported in each job classification.

**Average**: Determined by adding the average rate for each organization reporting and dividing by the number of organizations.

**Weighted Average**: A weighted average is derived by multiplying each rate of pay by the number of employees receiving that particular rate, then adding the rate-of-pay totals together and dividing by the total number of employees.

**Interquartile Range (Mid-50% Range)**: The middle 50% of the pay rates reported in the survey. The range includes the 25th percentile through the 75th percentile of rates reported.

**Median**: This statistic refers to the midpoint or the 50th percentile numbers. In the context of this survey, half of the reported data receive more and half receive less than the median pay rate.

**Interquartile Ranges and Extremes**: Determined by listing all of the reported rates in ascending order. This allows the user to see the distribution of rates in the sample.

- **25th**: The rate within the sample which is higher than 25% of the rates and lower than 75% of the rates. (Also called the 1st Quartile rate.)
- **Median**: The rate within the sample which is higher than 50% of the rates and lower than 50% of the rates. (Also called the 50th Percentile or Middle rate.)
- **75th**: The rate within the sample which is higher than 75% of the rates and lower than 25% of the rates. (Also called the 3rd Quartile rate.)
- **10th**: The rate within the sample which is higher than 10% of the rates and lower than 90% of the rates.
- **90th**: The rate within the sample which is higher than 90% of the rates and lower than 10% of the rates.

**Established Range (Formal Salary Range)**: Minimum and maximum salary rates as reported by organizations with established, formal pay structure/salary ranges.

Although it is recognized that not all of the jobs in the survey will exist in any one organization and that few may be a perfect match, it was requested to participants that only jobs which take up the major portion of the employees’ time that match the job descriptions in the survey be reported. The intent is to compare ranges and actual salaries for reasonably comparable jobs.
### DISTRIBUTION OF SURVEY PARTICIPANTS BY COUNTY

#### Private Sector

<table>
<thead>
<tr>
<th>County</th>
<th># of Participating Organizations</th>
<th>Total Employees at Participating Organizations</th>
<th>Estimated Total All Private Employees&lt;sup&gt;(1)&lt;/sup&gt;</th>
<th>% of Estimated Private Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hawaii</td>
<td>51</td>
<td>5,273</td>
<td>55,600</td>
<td>9.5%</td>
</tr>
<tr>
<td>Kauai</td>
<td>37</td>
<td>2,412</td>
<td>27,600</td>
<td>8.7%</td>
</tr>
<tr>
<td>Maui (Lanai, Molokai)</td>
<td>47</td>
<td>3,963</td>
<td>69,700</td>
<td>5.7%</td>
</tr>
<tr>
<td>Oahu</td>
<td>167</td>
<td>62,814</td>
<td>384,300</td>
<td>16.3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>302</strong></td>
<td><strong>74,462</strong></td>
<td><strong>537,200</strong></td>
<td><strong>13.9%</strong></td>
</tr>
</tbody>
</table>

#### Public Sector

<table>
<thead>
<tr>
<th>Branch</th>
<th># of Participating Organizations</th>
<th>Total Employees at Participating Organizations</th>
<th>Estimated Total All Government Employees&lt;sup&gt;(1)&lt;/sup&gt;</th>
<th>% of Estimated Government Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal, State, and County Government</td>
<td>21</td>
<td>66,119</td>
<td>117,900</td>
<td>56.1%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>323</strong></td>
<td><strong>140,581</strong></td>
<td><strong>655,100</strong></td>
<td><strong>21.5%</strong></td>
</tr>
</tbody>
</table>

<sup>(1)</sup>Source: State of Hawaii, Department of Labor and Industrial Relations, Research and Statistics Office, Labor and Occupational Information, Hawaii Workforce Informer, Current Employment Statistics by County, July 2018. (State data rounded to nearest 50.) (Sums may not equal totals due to rounding.)
## PROFILE OF PARTICIPANTS

### Participation by Employment Size

<table>
<thead>
<tr>
<th># of Employees</th>
<th># of Organizations</th>
<th>% of Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 50</td>
<td>72</td>
<td>35.0%</td>
</tr>
<tr>
<td>50 &lt; 150</td>
<td>46</td>
<td>22.3%</td>
</tr>
<tr>
<td>150 &lt; 400</td>
<td>44</td>
<td>21.4%</td>
</tr>
<tr>
<td>400 &lt; 1,000</td>
<td>16</td>
<td>7.8%</td>
</tr>
<tr>
<td>&gt; 1,000</td>
<td>28</td>
<td>13.6%</td>
</tr>
<tr>
<td>Total</td>
<td>206</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
### Distribution by All Industry Groups

<table>
<thead>
<tr>
<th>Industry Groups</th>
<th># of Organizations</th>
<th>% of Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>11</td>
<td>5.3%</td>
</tr>
<tr>
<td>Education Services</td>
<td>7</td>
<td>3.4%</td>
</tr>
<tr>
<td>Financial / Banking</td>
<td>14</td>
<td>6.8%</td>
</tr>
<tr>
<td>Golf &amp; Membership Clubs</td>
<td>7</td>
<td>3.4%</td>
</tr>
<tr>
<td>Health Services</td>
<td>33</td>
<td>16.0%</td>
</tr>
<tr>
<td>Information Technology / Communications</td>
<td>3</td>
<td>1.5%</td>
</tr>
<tr>
<td>Leisure / Hospitality Services</td>
<td>13</td>
<td>6.3%</td>
</tr>
<tr>
<td>Natural Resources / Agriculture</td>
<td>5</td>
<td>2.4%</td>
</tr>
<tr>
<td>Non-Durable Goods Manufacturing</td>
<td>3</td>
<td>1.5%</td>
</tr>
<tr>
<td>Professional / Business Services</td>
<td>9</td>
<td>4.4%</td>
</tr>
<tr>
<td>Public Sector</td>
<td>10</td>
<td>4.9%</td>
</tr>
<tr>
<td>Real Estate / Insurance</td>
<td>18</td>
<td>8.7%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>11</td>
<td>5.3%</td>
</tr>
<tr>
<td>Social Services</td>
<td>16</td>
<td>7.8%</td>
</tr>
<tr>
<td>Transportation / Warehousing</td>
<td>6</td>
<td>2.9%</td>
</tr>
<tr>
<td>Utilities</td>
<td>5</td>
<td>2.4%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>6</td>
<td>2.9%</td>
</tr>
<tr>
<td>Other</td>
<td>29</td>
<td>14.1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>206</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

![Distribution by Industry Group](image-url)
SURVEY DATA RESULTS
## General Clerk I (Entry Level)

First of three levels of general clerical work. The job typically requires high school graduate level reading, communication and math skills and no previous experience, or equivalent. Duties include performing routine clerical procedures in support of an assigned department or function. Duties may include combinations of counter work, filing, checking, redirecting, or entering data into a computer. Incumbents follow prescribed procedures in handling, classifying, filing or indexing data. Working under close supervision, incumbents perform simple computations according to clearly defined principles. Do not report jobs specializing in customer service, accounting, data entry or filing.

<table>
<thead>
<tr>
<th>Base Pay</th>
<th>Interquartile Ranges</th>
<th>Established Ranges</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of Cos.</td>
<td>No. of Emps.</td>
</tr>
<tr>
<td>Total Responses (All Cos)</td>
<td>39</td>
<td>197</td>
</tr>
<tr>
<td>Public</td>
<td>3</td>
<td>26</td>
</tr>
</tbody>
</table>

**By Employment (Private Industry)**

- < 50 employees | 7 | 20 | $12.69 | $12.49 | $11.17 | $12.50 | $13.26 |
- 50 < 150 employees | 6 | 20 | $12.78 | $12.34 | $10.69 | $12.79 | $14.08 |
- 150 < 400 employees | 8 | 11 | $14.93 | $14.03 | $12.71 | $14.69 | $16.58 |
- 400 < 1000 employees | 6 | 15 | $15.73 | $16.60 | $14.95 | $15.92 | $17.11 | 6 | $13.14 | $15.64 |
- 1000+ employees | 9 | 105 | $17.08 | $17.49 | $14.11 | $15.46 | $15.61 | $17.37 | $21.70 | 6 | $14.13 | $20.02 |

**By County (Private Industry)**

- Maui/Lanai/Molokai | 5 | 8 | $13.64 | $12.83 | $12.00 | $13.85 | $15.40 |
- Oahu | 30 | 156 | $15.07 | $16.33 | $10.39 | $13.00 | $15.13 | $17.09 | $18.28 | 17 | $12.83 | $17.36 |

**By Industry (Private Industry)**

- Health Services | 9 | 30 | $15.73 | $15.79 | $13.33 | $14.80 | $16.43 | $17.07 | $17.52 | 6 | $13.95 | $16.45 |
## General Clerk II (Experienced)

Second of three levels of general clerical work. The job typically requires high school graduate level reading, communication and math skills and 2+ years or experience, or equivalent. Incumbents normally are familiar with department or functional operations and are able to work with minimal assistance. Incumbents perform clerical, counter work and typing duties of some diversity, requiring the application of various standard procedures and preparation or use of several types of forms, reports or records. Incumbents may post data directly to a database from information furnished. Posting may involve some intermediate operation such as cross-checking, comparison or ordinary calculations. Incumbents may prepare and type reports, orders or other forms such as requisitions, schedules or control records of various types. Do not report jobs specializing in customer service, accounting, data entry or filing.

<table>
<thead>
<tr>
<th>No. of Cos.</th>
<th>No. of Emps.</th>
<th>Average</th>
<th>Weighted Average</th>
<th>10th</th>
<th>25th</th>
<th>Median</th>
<th>75th</th>
<th>90th</th>
<th>No. of Cos.</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Responses (All Cos)</strong></td>
<td>45</td>
<td>1166</td>
<td>$17.63</td>
<td>$16.42</td>
<td>$14.64</td>
<td>$15.82</td>
<td>$16.95</td>
<td>$18.85</td>
<td>$21.50</td>
<td>27</td>
<td>$14.65</td>
</tr>
<tr>
<td><strong>Private</strong></td>
<td>38</td>
<td>259</td>
<td>$17.86</td>
<td>$17.57</td>
<td>$14.62</td>
<td>$15.85</td>
<td>$16.96</td>
<td>$19.44</td>
<td>$22.49</td>
<td>21</td>
<td>$14.82</td>
</tr>
<tr>
<td><strong>Public</strong></td>
<td>7</td>
<td>907</td>
<td>$16.38</td>
<td>$16.09</td>
<td>$15.67</td>
<td>$16.95</td>
<td>$17.19</td>
<td>$18.85</td>
<td>$21.50</td>
<td>6</td>
<td>$14.03</td>
</tr>
</tbody>
</table>

### By Employment (Private Industry)

<table>
<thead>
<tr>
<th>No. of Cos.</th>
<th>No. of Emps.</th>
<th>Average</th>
<th>Weighted Average</th>
<th>10th</th>
<th>25th</th>
<th>Median</th>
<th>75th</th>
<th>90th</th>
<th>No. of Cos.</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 50 employees</td>
<td>10</td>
<td>20</td>
<td>$17.50</td>
<td>$16.66</td>
<td>$14.26</td>
<td>$15.03</td>
<td>$17.15</td>
<td>$19.08</td>
<td>$22.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>50 &lt; 150 employees</td>
<td>5</td>
<td>16</td>
<td>$17.36</td>
<td>$16.12</td>
<td>$15.93</td>
<td>$16.92</td>
<td>$17.36</td>
<td>$18.36</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>150 &lt; 400 employees</td>
<td>7</td>
<td>39</td>
<td>$16.60</td>
<td>$17.02</td>
<td>$15.22</td>
<td>$16.52</td>
<td>$18.36</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>400 &lt; 1000 employees</td>
<td>7</td>
<td>55</td>
<td>$17.35</td>
<td>$17.27</td>
<td>$16.47</td>
<td>$17.00</td>
<td>$18.09</td>
<td>$18.60</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1000+ employees</td>
<td>9</td>
<td>129</td>
<td>$19.91</td>
<td>$18.19</td>
<td>$15.65</td>
<td>$16.70</td>
<td>$18.85</td>
<td>$24.49</td>
<td>$24.89</td>
<td>7</td>
<td>$15.62</td>
</tr>
</tbody>
</table>

### By County (Private Industry)

<table>
<thead>
<tr>
<th>No. of Cos.</th>
<th>No. of Emps.</th>
<th>Average</th>
<th>Weighted Average</th>
<th>10th</th>
<th>25th</th>
<th>Median</th>
<th>75th</th>
<th>90th</th>
<th>No. of Cos.</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hawaii</td>
<td>5</td>
<td>28</td>
<td>$16.23</td>
<td>$16.46</td>
<td>$15.47</td>
<td>$15.90</td>
<td>$16.61</td>
<td>$23.71</td>
<td>17</td>
<td>$15.32</td>
<td>$20.92</td>
</tr>
<tr>
<td>Oahu</td>
<td>33</td>
<td>215</td>
<td>$18.14</td>
<td>$18.86</td>
<td>$14.56</td>
<td>$15.93</td>
<td>$17.47</td>
<td>$19.50</td>
<td>$23.71</td>
<td>7</td>
<td>$16.05</td>
</tr>
<tr>
<td>Real Estate/Insurance</td>
<td>5</td>
<td>19</td>
<td>$19.69</td>
<td>$19.41</td>
<td>$17.47</td>
<td>$19.74</td>
<td>$21.12</td>
<td>$14.42</td>
<td>$15.00</td>
<td>5</td>
<td>$14.79</td>
</tr>
</tbody>
</table>

Wage data as of July 1, 2018
43.05 General Clerk III (Advanced)

Third of three levels of general clerical work. This job typically requiring high school graduate level reading, communication and math skills and 5+ years of experience, or equivalent. Incumbents have a high degree of understanding of the work function and will typically provide work direction to other clerical staff within the area. Incumbents perform a variety of clerical and typing duties, some non-routine and complex in nature. Incumbents utilizes knowledge of company policies and procedures in maintaining files, records, and other information. Incumbents work under minimal supervision, using good judgment in resolving routine problems. Do not report jobs specializing in customer service, accounting, data entry or filing.

<table>
<thead>
<tr>
<th>No. of Cos.</th>
<th>No. of Empls.</th>
<th>Average</th>
<th>Weighted Average</th>
<th>10th</th>
<th>Interquartile Ranges</th>
<th>90th</th>
<th>Established Ranges</th>
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# Secretary

Provides secretarial services for one or more individuals, and relieves them of routine office duties; works under general supervision. For example - Types letters, reports and other material from rough draft; schedules appointments and gives information to callers; locates and attaches appropriate file to correspondence to be answered by superior; answers telephone and routes calls or takes messages; reads and routes incoming mail and answers routine correspondence independently; has thorough knowledge of general business and office procedure and specific policies; gathers, assembles, and refines material and data required for correspondence, memorandums, reports, or other material; takes, transcribes and maintains minutes of meetings and conferences; may establish and maintain files and have material available for reference or follow-up. May take and transcribe dictation involving general business terminology and recurrent specialized vocabulary; uses PC in performing assigned tasks.

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<tr>
<th>No. of Cos.</th>
<th>No. of Emps.</th>
<th>Average</th>
<th>Weighted Average</th>
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<th>25th</th>
<th>Median</th>
<th>75th</th>
<th>90th</th>
<th>No. of Cos.</th>
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<th>Maximum</th>
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<td>$23.72</td>
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<td>$17.65</td>
</tr>
</tbody>
</table>

Wage data as of July 1, 2018
Executive Sec/Administrative Asst to President/CEO

Highest level administrative assistant job, equal in skills to the level III administrative assistant job, but directly supporting the CEO or President. Typically requires problem solving skills and 5+ years of experience, or equivalent. Assists the top executive by performing a variety of support duties, such as screening calls, conference or meeting planning, preparing complex documents or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard and custom reports with information necessary for decision-making. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics, web page content preparation or scheduling. Other skills typically include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents must have the ability to exercise independent judgment and exercise discretion regarding confidential matters. Incumbents may provide work direction to other support staff.

<table>
<thead>
<tr>
<th>No. of Cos.</th>
<th>No. of Emps.</th>
<th>Average</th>
<th>Weighted Average</th>
<th>10th</th>
<th>25th</th>
<th>Median</th>
<th>75th</th>
<th>90th</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$22.95</td>
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<td>$37.93</td>
<td>$40.83</td>
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</tr>
</tbody>
</table>

### By Employment (Private Industry)

- **< 50 employees**
  - No. of Cos: 24
  - No. of Emps: 24
  - Average: $30.53
  - Weighted Average: $30.53
  - 10th: $20.11
  - 25th: $25.00
  - Median: $29.07
  - 75th: $33.10
  - 90th: $41.13
  - No. of Cos: 7
  - Minimum: $22.50
  - Maximum: $34.08
- **50 < 400 employees**
  - No. of Cos: 20
  - No. of Emps: 22
  - Average: $28.91
  - Weighted Average: $29.62
  - 10th: $22.90
  - 25th: $24.04
  - Median: $28.88
  - 75th: $33.89
  - 90th: $36.01
  - No. of Cos: 9
  - Minimum: $22.69
  - Maximum: $33.64
- **150 < 400 employees**
  - No. of Cos: 27
  - No. of Emps: 28
  - Average: $28.92
  - Weighted Average: $28.78
  - 10th: $24.09
  - 25th: $25.78
  - Median: $28.17
  - 75th: $31.95
  - 90th: $35.12
  - No. of Cos: 14
  - Minimum: $21.40
  - Maximum: $32.50
- **400 < 1000 employees**
  - No. of Cos: 10
  - No. of Emps: 14
  - Average: $28.77
  - Weighted Average: $28.22
  - 10th: $22.56
  - 25th: $26.45
  - Median: $28.22
  - 75th: $31.95
  - 90th: $35.44
  - No. of Cos: 6
  - Minimum: $22.96
  - Maximum: $31.42
- **1000+ employees**
  - No. of Cos: 13
  - No. of Emps: 44
  - Average: $35.54
  - Weighted Average: $33.47
  - 10th: $30.38
  - 25th: $31.99
  - Median: $34.72
  - 75th: $38.93
  - 90th: $41.88
  - No. of Cos: 8
  - Minimum: $25.17
  - Maximum: $39.52

### By County (Private Industry)

- **Hawaii**
  - No. of Cos: 5
  - No. of Emps: 5
  - Average: $29.74
  - Weighted Average: $29.74
  - 10th: $20.00
  - 25th: $24.04
  - Median: $25.97
  - No. of Cos: 7
  - Minimum: $22.50
  - Maximum: $34.08
- **Kauai**
  - No. of Cos: 6
  - No. of Emps: 6
  - Average: $29.54
  - Weighted Average: $29.54
  - 10th: $26.51
  - 25th: $30.65
  - Median: $31.37
  - No. of Cos: 14
  - Minimum: $21.40
  - Maximum: $32.50
- **Maui/Lanai/Molokai**
  - No. of Cos: 5
  - No. of Emps: 5
  - Average: $24.40
  - Weighted Average: $24.40
  - 10th: $22.84
  - 25th: $24.12
  - Median: $25.00
  - No. of Cos: 6
  - Minimum: $22.96
  - Maximum: $31.42
- **Oahu**
  - No. of Cos: 79
  - No. of Emps: 116
  - Average: $30.63
  - Weighted Average: $31.12
  - 10th: $26.27
  - 25th: $30.47
  - Median: $34.59
  - 75th: $37.78
  - 90th: $41.98
  - No. of Cos: 41
  - Minimum: $22.98
  - Maximum: $34.65

### By Industry (Private Industry)

- **Education Services**
  - No. of Cos: 5
  - No. of Emps: 14
  - Average: $31.14
  - Weighted Average: $32.41
  - 10th: $27.24
  - 25th: $30.29
  - Median: $31.99
  - No. of Cos: 8
  - Minimum: $21.13
  - Maximum: $35.47
- **Financial**
  - No. of Cos: 10
  - No. of Emps: 10
  - Average: $31.18
  - Weighted Average: $19.46
  - 10th: $27.59
  - 25th: $32.50
  - Median: $34.68
  - 75th: $39.67
  - 90th: $41.13
  - No. of Cos: 9
  - Minimum: $21.40
  - Maximum: $32.50
- **Health Services**
  - No. of Cos: 20
  - No. of Emps: 30
  - Average: $27.80
  - Weighted Average: $29.20
  - 10th: $21.90
  - 25th: $23.66
  - Median: $27.84
  - 75th: $30.94
  - 90th: $35.33
  - No. of Cos: 12
  - Minimum: $20.75
  - Maximum: $29.88
- **Leisure/Hospitality Svcs**
  - No. of Cos: 10
  - No. of Emps: 18
  - Average: $28.65
  - Weighted Average: $30.03
  - 10th: $24.11
  - 25th: $25.45
  - Median: $27.88
  - 75th: $30.56
  - 90th: $34.02
  - No. of Cos: 7
  - Minimum: $25.19
  - Maximum: $39.06
- **Real Estate/Insurance**
  - No. of Cos: 11
  - No. of Emps: 19
  - Average: $33.36
  - Weighted Average: $32.81
  - 10th: $30.47
  - 25th: $31.55
  - Median: $33.31
  - 75th: $34.59
  - 90th: $37.02
  - No. of Cos: 7
  - Minimum: $25.19
  - Maximum: $39.06
- **Social Services**
  - No. of Cos: 7
  - No. of Emps: 7
  - Average: $28.40
  - Weighted Average: $28.40
  - 10th: $25.95
  - 25th: $29.13
  - Median: $31.11
  - No. of Cos: 6
  - Minimum: $22.60
  - Maximum: $34.97

---

Established Ranges: 2018 Pay Rates in Hawaii Confidential
Hawaii Employers Council 2018 Pay Rates in Hawaii Confidential

46.04 Accounts Payable/Accounts Receivable Clerk

Under supervision, performs one or more routine accounting operations such as accounts payable or accounts receivable; work does not require a knowledge of accounting and bookkeeping principles. For example - Posts simple journal vouchers, entering them in voucher registers; reconciles bank accounts; posts subsidiary ledgers controlled by general ledgers; posts simple costs accounting data; works in offices in which the more routine accounting work is subdivided on a functional basis among several workers.

<table>
<thead>
<tr>
<th>No. of Cos.</th>
<th>No. of Emps.</th>
<th>Average</th>
<th>Weighted Average</th>
<th>10th</th>
<th>25th</th>
<th>Median</th>
<th>75th</th>
<th>90th</th>
<th>No. of Cos.</th>
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<th>Maximum</th>
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<tr>
<td>150 &lt; 400 employees</td>
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</tr>
</tbody>
</table>

Wage data as of July 1, 2018 Page 36
46.06  Bookkeeper

Experienced level bookkeeping job. Typically requires a general understanding of accounting principles commensurate with 2+ years of accounting training or experience, or equivalent. Responsible for diverse duties in maintaining accounting records in a small company or office. Higher level accounting and financial system work is often provided by outside consultants or CPA’s. Posts entries into ledgers and journals, often using computer applications. Reconcile bank statements, monitor schedules for notes payable and receivable, bonds, securities and interest, cross check, make comparisons, balance accounts and take trial balances. Work often includes payroll, credit and collection duties, and is reviewed by outside consultants or auditors to verify appropriate procedure and accuracy. Duties require analysis of facts to determine action to be taken within the limits of standard practice. May prepare budget status reports. Do not report staff with four-year accounting or closely related degrees.

<table>
<thead>
<tr>
<th>Base Pay</th>
<th>Interquartile Ranges</th>
<th>Established Ranges</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Cos.</td>
<td>No. of Emps.</td>
<td>Average</td>
</tr>
<tr>
<td>Total Responses (All Cos)</td>
<td>21</td>
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</tr>
<tr>
<td>Public</td>
<td>21</td>
<td>25</td>
</tr>
</tbody>
</table>

By Employment (Private Industry)

< 50 employees | 12 | 15 | $23.41 | $23.00 | $18.30 | $19.19 | $22.97 | $26.25 | $30.26 |
50 < 150 employees | 6 | 6 | $25.73 | $25.73 | $26.00 | $26.86 | $27.18 |

By County (Private Industry)

Oahu | 19 | 23 | $25.22 | $24.90 | $18.65 | $21.03 | $25.00 | $29.71 | $30.61 | 5 | $21.39 | $33.27 |

By Industry (Private Industry)

Health Services | 5 | 5 | $24.81 | $24.81 | $25.75 | $26.74 | $26.97 |