

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
ENGINEER SALARY SCHEDULE

Effective Date: 07/01/2026

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
EN18	ANN	69,132	71,028	72,972	74,988	77,052	79,164	81,348	83,592	85,884	88,248
	MON	5,761	5,919	6,081	6,249	6,421	6,597	6,779	6,966	7,157	7,354
	8HR	265.92	273.20	280.64	288.40	296.32	304.48	312.88	321.52	330.32	339.44
	HRLY	33.24	34.15	35.08	36.05	37.04	38.06	39.11	40.19	41.29	42.43
EN19	ANN	71,844	73,812	75,828	77,928	80,076	82,260	84,528	86,856	89,244	91,704
	MON	5,987	6,151	6,319	6,494	6,673	6,855	7,044	7,238	7,437	7,642
	8HR	276.32	283.92	291.68	299.76	308.00	316.40	325.12	334.08	343.28	352.72
	HRLY	34.54	35.49	36.46	37.47	38.50	39.55	40.64	41.76	42.91	44.09
EN20	ANN	74,652	76,716	78,816	80,976	83,220	85,500	87,852	90,276	92,748	95,304
	MON	6,221	6,393	6,568	6,748	6,935	7,125	7,321	7,523	7,729	7,942
	8HR	287.12	295.04	303.12	311.44	320.08	328.88	337.92	347.20	356.72	366.56
	HRLY	35.89	36.88	37.89	38.93	40.01	41.11	42.24	43.40	44.59	45.82
EN21	ANN	77,580	79,716	81,924	84,156	86,484	88,848	91,296	93,816	96,384	99,024
	MON	6,465	6,643	6,827	7,013	7,207	7,404	7,608	7,818	8,032	8,252
	8HR	298.40	306.64	315.12	323.68	332.64	341.76	351.12	360.80	370.72	380.88
	HRLY	37.30	38.33	39.39	40.46	41.58	42.72	43.89	45.10	46.34	47.61
EN22	ANN	80,652	82,860	85,128	87,468	89,880	92,352	94,884	97,500	100,164	102,936
	MON	6,721	6,905	7,094	7,289	7,490	7,696	7,907	8,125	8,347	8,578
	8HR	310.24	318.72	327.44	336.40	345.68	355.20	364.96	375.04	385.28	395.92
	HRLY	38.78	39.84	40.93	42.05	43.21	44.40	45.62	46.88	48.16	49.49
EN23	ANN	83,892	86,220	88,584	91,008	93,516	96,084	98,736	101,448	104,232	107,100
	MON	6,991	7,185	7,382	7,584	7,793	8,007	8,228	8,454	8,686	8,925
	8HR	322.64	331.60	340.72	350.00	359.68	369.52	379.76	390.16	400.88	411.92
	HRLY	40.33	41.45	42.59	43.75	44.96	46.19	47.47	48.77	50.11	51.49
EN24	ANN	99,588	102,324	105,144	108,036	111,000	114,048	117,192	120,420	123,720	127,128
	MON	8,299	8,527	8,762	9,003	9,250	9,504	9,766	10,035	10,310	10,594
	8HR	383.04	393.52	404.40	415.52	426.96	438.64	450.72	463.12	475.84	488.96
	HRLY	47.88	49.19	50.55	51.94	53.37	54.83	56.34	57.89	59.48	61.12

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EN25	ANN	103,488	106,344	109,272	112,272	115,356	118,536	121,800	125,136	128,568	132,108
	MON	8,624	8,862	9,106	9,356	9,613	9,878	10,150	10,428	10,714	11,009
	8HR	398.00	409.04	420.24	431.84	443.68	455.92	468.48	481.28	494.48	508.08
	HRLY	49.75	51.13	52.53	53.98	55.46	56.99	58.56	60.16	61.81	63.51
EN26	ANN	107,556	110,520	113,556	116,688	119,880	123,180	126,576	130,056	133,632	137,304
	MON	8,963	9,210	9,463	9,724	9,990	10,265	10,548	10,838	11,136	11,442
	8HR	413.68	425.04	436.72	448.80	461.04	473.76	486.80	500.24	514.00	528.08
	HRLY	51.71	53.13	54.59	56.10	57.63	59.22	60.85	62.53	64.25	66.01
EN27	ANN	111,864	114,936	118,092	121,356	124,704	128,112	131,640	135,264	138,996	142,800
	MON	9,322	9,578	9,841	10,113	10,392	10,676	10,970	11,272	11,583	11,900
	8HR	430.24	442.08	454.24	466.72	479.60	492.72	506.32	520.24	534.64	549.20
	HRLY	53.78	55.26	56.78	58.34	59.95	61.59	63.29	65.03	66.83	68.65
EN28	ANN	120,996	124,332	127,752	131,268	134,892	138,588	142,392	146,304	150,336	154,464
	MON	10,083	10,361	10,646	10,939	11,241	11,549	11,866	12,192	12,528	12,872
	8HR	465.36	478.24	491.36	504.88	518.80	533.04	547.68	562.72	578.24	594.08
	HRLY	58.17	59.78	61.42	63.11	64.85	66.63	68.46	70.34	72.28	74.26