RCUH Research Corporation of the University of Hawai'i *'Ahahuina Noi'i O Ke Kulanui O Hawai'i*

3.330 RCUH Pay Schedules

3.330 RCUH Pay Schedule - FLSA Non-Exempt (eligible for Overtime)

***Effective July 1, 2026**

Pay Range	Monthly Salary			Hourly Rate		
	Minimum	Midpoint	Maximum	Min Hourly	Mid Hourly	Max Hourly
N10	$2,860	$4,556	$6,252	$16.50	$26.28	$36.07
N11	$2,926	$4,714	$6,502	$16.88	$27.20	$37.51
N12	$3,013	$4,888	$6,762	$17.38	$28.20	$39.01
N13	$3,102	$5,068	$7,033	$17.90	$29.24	$40.58
N14	$3,197	$5,257	$7,316	$18.44	$30.33	$42.21
N15	$3,293	$5,451	$7,609	$19.00	$31.45	$43.90
N16	$3,392	$5,653	$7,913	$19.57	$32.61	$45.65
N17	$3,492	$5,862	$8,231	$20.15	$33.82	$47.49
N18	$3,597	$6,079	$8,561	$20.75	$35.07	$49.39
N19	$3,706	$6,304	$8,901	$21.38	$36.37	$51.35
N20	$3,815	$6,536	$9,257	$22.01	$37.71	$53.41
N21	$3,932	$6,779	$9,626	$22.68	$39.11	$55.54
N22	$4,047	$7,028	$10,009	$23.35	$40.55	$57.75
N23	$4,169	$7,289	$10,408	$24.05	$42.05	$60.05
N24	$4,296	$7,560	$10,823	$24.78	$43.61	$62.44
N25	$4,423	$7,839	$11,255	$25.52	$45.23	$64.93
N26	$4,554	$8,018	$11,481	$26.27	$46.25	$66.24
N27	$4,691	$8,315	$11,939	$27.06	$47.97	$68.88
N28	$4,832	$8,625	$12,418	$27.88	$49.76	$71.64
N29	$4,978	$8,947	$12,915	$28.72	$51.61	$74.51
N30	$5,126	$9,280	$13,433	$29.57	$53.54	$77.50
N31	$5,280	$9,625	$13,970	$30.46	$55.53	$80.60
N32	$5,438	$9,984	$14,530	$31.37	$57.60	$83.83
N33	$5,604	$10,357	$15,109	$32.33	$59.75	$87.17
N34	$5,771	$10,743	$15,715	$33.29	$61.98	$90.67
N35	$5,943	$11,142	$16,341	$34.29	$64.28	$94.28
N36	$6,122	$11,560	$16,997	$35.32	$66.69	$98.06

***No changes to figures in pay schedule, updated ACA information below.**

RCUH's minimum pay rate ($16.50/Hour) exceeds the ACA minimum pay rate for coverage in Hawai'i. For ACA eligible (75-100% FTE) positions based in an out of coverage area, the minimum pay rate must be $20.89/Hour or $3,619.00/Month.

Note: Hourly computation is Monthly Salary divided by 173.333.

RCUH Research Corporation of the University of Hawai'i *'Ahahuina Noi'i O Ke Kulanui O Hawai'i*

3.330 RCUH Pay Schedules

3.330 RCUH Pay Schedule - FLSA Exempt (ineligible for Overtime)
Effective July 1, 2024

	Monthly Salary			Annual Salary		
Pay Range	**Minimum**	**Midpoint**	**Maximum**	**Minimum**	**Midpoint**	**Maximum**
E17	$3,658	$8,035	$12,412	$43,896	$96,420	$148,943
E18	$3,792	$8,349	$12,905	$45,505	$100,184	$154,862
E19	$3,943	$8,684	$13,424	$47,321	$104,206	$161,091
E20	$4,100	$9,029	$13,959	$49,195	$108,353	$167,511
E21	$4,264	$9,392	$14,520	$51,173	$112,707	$174,242
E22	$4,434	$9,767	$15,099	$53,210	$117,202	$181,194
E23	$4,701	$10,202	$15,703	$56,413	$122,427	$188,441
E24	$4,983	$10,657	$16,331	$59,793	$127,881	$195,969
E25	$5,283	$11,133	$16,983	$63,394	$133,593	$203,791
E26	$5,600	$11,633	$17,665	$67,202	$139,593	$211,983
E27	$5,935	$12,153	$18,371	$71,217	$145,836	$220,455
E28	$6,291	$12,697	$19,103	$75,497	$152,367	$229,238
E29	$6,669	$13,269	$19,868	$80,029	$159,224	$238,418
E30	$7,203	$13,933	$20,663	$86,435	$167,194	$247,953
E31	$7,780	$14,636	$21,492	$93,357	$175,629	$257,901
E32	$8,401	$15,376	$22,350	$100,811	$184,507	$268,204
E33	$9,072	$16,158	$23,243	$108,870	$193,895	$278,920
E34	$9,798	$20,895	$31,992	$117,578	$250,743	$383,908
E35	$10,583	$21,927	$33,272	$126,995	$263,127	$399,258
E36	$11,429	$23,017	$34,605	$137,150	$276,204	$415,258

Note: In order to qualify as Exempt from overtime pay requirements under FLSA, an employee must pass three tests:
1) Salary Level Test: Must be paid a minimum threshold of $2,964/month ($684/week), regardless of FTE
2) Salary Basis Test: Must be paid on a fixed salaried rate and the predetermined amount cannot be reduced because of variations in the quality or quantity of the employee's work.
3) Duties Test: Primary job duties must meet the criteria for Executive, Administrative, Professional, or Computer exemption.