



3.330 RCUH Pay Schedules

3.330 RCUH Pay Schedule - FLSA Non-Exempt (eligible for Overtime) Effective January 1, 2026

**ACA Minimum Wage: \$17.37/Hour or \$3,012.00/Month (Coverage in Hawai'i)
\$24.06/Hour or \$4,171.00/Month (Out of Coverage Area)**

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

N10-N11 Pay Range minimums are below the ACA minimum wage, based on Kaiser Plan A single party rate. ACA minimum pay rate will apply should the position be ACA eligible (75-100% FTE).

Note: Hourly computation is Monthly Salary divided by 173.333.

3.330 RCUH Pay Schedules

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

Pay Range	Monthly Salary			Annual Salary		
	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.