

3.510 Fringe Benefits

Effective Date: 07/01/2026

Prior Dates Amended: 01/01/2026, 07/01/2025, 01/01/2025, 07/01/2024

Estimated Composite Rate for Budgeting Purposes

(Note: Actual fringe may vary depending on employee's eligibility, election of benefits, FTE status, and work location)

Fringe Benefit	Regular-status, 75-100% FTE, (13+ mo. svc)	Regular-status, 75-100% FTE, (0-12 mo. svc)	Regular-status, 50-74.9% FTE, (13+ mo. svc)	Regular-status, 50-74.9% FTE, (0-12 mo. svc)	All other employee categories
Social Security	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
Workers' Compensation*	1.50%	1.50%	1.50%	1.50%	1.50%
Unemployment Insurance	0.00%	0.00%	0.00%	0.00%	0.00%
Vacation Payout Reserve	1.00%	1.00%	1.00%	1.00%	N/A
RCUH Group Retirement Annuity (TIAA)	10.00%	N/A	10.00%	N/A	N/A
Unused Sick Leave Reserve	0.24%	N/A	0.24%	N/A	N/A
Medical and Dental **	14.85%	14.85%	14.85%	14.85%	N/A <i>May be eligible under ACA</i>
Group Life Insurance	0.0147%	0.0147%	N/A	N/A	N/A
Long-Term Disability Insurance	0.149%	0.149%	N/A	N/A	N/A
Composite Estimate for Budgeting	35.40%	25.16%	35.24%	25.05%	9.15%

IMPORTANT NOTE regarding employees residing or working outside Hawai'i: The project and UH (if UH service ordered) will be responsible for any and all additional costs (such as administrative expenses or setup fees) associated with and incurred by RCUH regarding employee's employment outside of Hawai'i. Employee will be subject to the work location's employment laws and requirements, insurance coverages, and tax regulations, which may result in actual fringe rate differences due to policies, benefits and terms/conditions of employment from employees working/residing in Hawai'i. RCUH reserves the right to deny or terminate any Telework or Remote-Work if it is unable to meet the compliance requirements of the local employment or tax regulations.

*May vary if employee resides and works in a monopolistic state.

**Actual rate varies based on individual's plan availability, election, and tier. *All employees, regardless of status may be eligible for medical coverage under the Affordable Care Act (ACA) if certain eligibility requirements are met.*

TYPE	ELIGIBILITY/Policy	WHEN ELIGIBLE	FEATURES/INFORMATION
Vacation	Regular Status 50%FTE or greater 3.620 RCUH Vacation Leave	Vacation leave accrual starts upon hire. Vacation leave use - First day of following pay period in which hours are earned.	Paid Vacation Leave (Regular status employee on active payroll): Charge to current project account used for pay and fringe benefits. Employee earns 1-3/4 working days (14 hours) per month of full-time service (e.g., 100% FTE). Vacation Payout Reserve (for termination payouts only): 1.00% of all salaries & wages (up from 0.80% in FY25-26).
Sick	Regular Status 50%FTE or greater 3.640 RCUH Sick Leave	Sick leave accrual starts upon hire. First day of following pay period in which hours are earned.	Paid Sick Leave (Regular Status employee on active payroll): Charge to current project account used for pay and fringe benefits. Employee earns 1-3/4 working days (14 hours) per month of full-time service (e.g., 100% FTE). Partial Sick Leave Payout Reserve (for termination payouts of eligible employees only): 0.24% of all salaries & wages (down from 0.33% in FY25-26). Note: All RCUH employees may be eligible for wage replacement under Hawaii State Temporary Disability Insurance.
Medical	Regular Status 50%FTE or greater *All employees may be ACA Eligible 3.520 Health Plans 3.520A Addendum (ACA offers)	Voluntary upon hire.	Actual fringe depends on employee enrollment, plan, and tier. See current premium rates in the Benefits Section of the Document Library. All employees may be eligible for medical coverage under the Affordable Care Act (ACA).
Dental	Regular Status 50%FTE or greater	Voluntary upon hire.	See current premium rates in the Benefits Section of the Document Library.
Retirement (also includes unused sick leave payoff reserve)	Regular Status 50%FTE or greater 3.560 RCUH Retirement Plans 3.640 RCUH Sick Leave	Upon completion of 12 continuous months of service during which the eligible employee must have completed 1,000 or more hours of service.	10.24% of the employee's base salary (see below for breakdown) Group Retirement Annuity: 10.0% Unused Accrued Sick Leave Payoff Reserve: 0.24% (no change from FY 5-26) Eligibility requirements for partial unused sick leave payoffs are based on Board approved policy eligibility criteria.
Group Life Insurance	Regular Status 75%FTE or greater 3.540 RCUH Life Insurance	First day of month following employee's date of hire.	\$0.147 per \$1,000 of coverage rounded upwards to the next higher \$1,000 (no change from FY25-26). Group Life Insurance benefit equals 2X annual salary rounded upwards to the next higher \$1,000, if not a multiple thereof, to a maximum amount of \$600,000. Employees may elect a lower maximum benefit 2xs annual salary, not to exceed \$50,000, \$100,000, or \$200,000.
Long Term Disability	Regular Status 75%FTE or greater 3.570 Long-Term Disability	First day of month following employee's date of hire.	0.149% of salaries and wages (down from 0.179% in FY25-26) (Note: Not available to non-U. S. Citizens working outside of the U. S. or Canada)
FICA	All employees other than F-1 and J-1 visa holders	Upon hire.	Total 7.65%: 6.2% for Social Security (2026 Maximum earnings subject to OASDI: \$184,500 - up from \$176,100 in 2025) and 1.45% for Medicare (note, no max. for Medicare) Since January 2013 individuals with earned income of more than \$200,000 (\$250,000 for married couples filing jointly pay an additional 0.9% in Medicare taxes not included in 7.65%.)
Unemployment Insurance	All employees 3.590 Unemployment Insurance	Upon hire.	0.00% of all salaries & wages (no change from FY25-26).
Workers' Compensation	All employees (excluding Ship/Sea Ops employees) 3.580 Workers' Compensation	Upon hire.	1.50% of all salaries and wages (no change from FY25-26).

3.510 Fringe Benefits

Effective Date: 01/01/2026

(updated 02/02/2026 – confirming U.S. Department of Health and Human Services DHHS approved rates for FY25-26)

Prior Dates Amended: 01/12/2026, 01/01/2026, 07/01/2025, 01/01/2025, 07/01/2024

Estimated Composite Rate for Budgeting Purposes

(Note: Actual fringe may vary depending on employee's eligibility, election of benefits, FTE status, and work location)

Fringe Benefit	Regular-status, 75–100% FTE, (13+ mo. svc)	Regular-status, 75–100% FTE, (0–12 mo. svc)	Regular-status, 50–74.9% FTE, (13+ mo. svc)	Regular-status, 50–74.9% FTE, (0–12 mo. svc)	All other employee categories
Social Security	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
Workers' Compensation*	1.50%	1.50%	1.50%	1.50%	1.50%
Unemployment Insurance	0.00%	0.00%	0.00%	0.00%	0.00%
Vacation Payout Reserve	0.80%	0.80%	0.80%	0.80%	N/A
RCUH Group Retirement Annuity (TIAA)	10.00%	N/A	10.00%	N/A	N/A
Unused Sick Leave Reserve	0.33%	N/A	0.33%	N/A	N/A
Medical and Dental **	14.85%	14.85%	14.85%	14.85%	N/A <i>May be eligible under ACA</i>
Group Life Insurance	0.0147%	0.0147%	N/A	N/A	N/A
Long-Term Disability Insurance	0.179%	0.179%	N/A	N/A	N/A
Long-Term Care Insurance ***	0.26%	0.26%	N/A	N/A	N/A
Composite Estimate for Budgeting	35.58%	25.25%	35.13%	24.80%	9.15%

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*May vary if employee resides and works in a monopolistic state.

**Actual rate varies based on individual's plan availability and election. *All employees, regardless of status may be eligible for medical coverage under the Affordable Care Act if certain eligibility requirements are met.*

***Actual rate varies based on individual's age and entry date of eligibility in to benefit. **Effective 02/01/2026, no new enrollments in to benefit. Effective 04/01/2026, RCUH will no longer administer the Long Term Care Insurance Benefit.**

RCUH Fringe Benefits: Rate Table (Effective: 01/01/2026)

(updated 02/02/2026 – confirming U.S. Department of Health and Human Services DHHS approved rates for FY25-26)

Policy 3.510 Fringe Benefits

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Sick	Regular Status 50%FTE or greater 3.640 RCUH Sick Leave	Sick leave accrual starts upon hire. Sick Leave use - First day of following pay period in which hours are earned.	Paid Sick Leave (Regular Status employee on active payroll): Charge to current project account used for pay and fringe benefits. Employee earns 1-3/4 working days (14 hours) per month of full-time service (e.g., 100% FTE). Partial Sick Leave Payout Reserve (for termination payouts of eligible employees only): 0.33% of all salaries & wages Note: All RCUH employees may be eligible for wage replacement under Hawaii State Temporary Disability Insurance.
Medical	Regular Status 50%FTE or greater *All employees may be ACA Eligible 3.520 Health Plans 3.520A Addendum (ACA offers)	Voluntary upon hire.	See current premium rates in the Benefits Section of the Document Library. All employees may be eligible for medical coverage under the Affordable Care Act (ACA)
Dental	Regular Status 50%FTE or greater	Voluntary upon hire.	See current premium rates in the Benefits Section of the Document Library.
Retirement (also includes unused sick leave payoff reserve)	Regular Status 50%FTE or greater 3.560 RCUH Retirement Plans 3.640 RCUH Sick Leave	Upon completion of 12 continuous months of service during which the eligible employee must have completed 1,000 or more hours of service.	10.33% of the employee's base salary (see below for breakdown) Group Retirement Annuity: 10.0% Unused Accrued Sick Leave Payoff Reserve: 0.33% Eligibility requirements for partial unused sick leave payoffs are based on Board approved policy eligibility criteria.
Group Life Insurance	Regular Status 75% FTE or greater 3.540 RCUH Life Insurance	First day of month following employee's date of hire.	\$0.147 per \$1,000 of coverage rounded upwards to the next higher \$1,000. Group Life Insurance benefit equals 2X annual salary rounded upwards to the next higher \$1,000, if not a multiple thereof, to a maximum amount of \$600,000. Employees may elect a lower maximum benefit 2xs annual salary, not to exceed \$50,000, \$100,000, or \$200,000.
Long Term Disability	Regular Status 75% FTE or greater 3.570 Long-Term Disability	First day of month following employee's date of hire.	0.179% of salaries and wages. (Note: Not available to non-U. S. Citizens working outside of the U. S. or Canada)
Long Term Care	Regular Status at 75% FTE or greater	First day of month following employee's date of hire.	Effective 02/01/2026, no new enrollments in to benefit. Effective 04/01/2026, RCUH will no longer administer the Long Term Care Insurance Benefit.
FICA	All employees other than F-1 and J-1 visa holders	Upon hire.	Total 7.65%: 6.2% for Social Security (2026 Maximum earnings subject to OASDI: \$184,500 - up from \$176,100 in 2025) and 1.45% for Medicare (note, no max. for Medicare) Since January 2013 individuals with earned income of more than \$200,000 (\$250,000 for married couples filing jointly) pay an additional 0.9% in Medicare taxes not included in 7.65%.)
Unemployment Insurance	All employees 3.590 Unemployment Insurance	Upon hire.	0.00% of all salaries & wages.
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