



### 3.330 RCUH Pay Schedules

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

Effective October 1, 2022

**ACA Minimum Wage: \$15.96/Hour or \$2,767.00/Month (Coverage in Hawai'i)**

**\$16.67/Hour or \$2,890.00/Month (Out of Coverage Area)**

| Pay Range  | Monthly Salary |          |          | Hourly Rate |            |            |
|------------|----------------|----------|----------|-------------|------------|------------|
|            | Minimum        | Midpoint | Maximum  | Min Hourly  | Mid Hourly | Max Hourly |
| <b>N10</b> | <b>\$2,167</b> | \$3,674  | \$5,181  | \$12.50     | \$21.20    | \$29.89    |
| <b>N11</b> | <b>\$2,231</b> | \$3,810  | \$5,388  | \$12.87     | \$21.98    | \$31.09    |
| <b>N12</b> | <b>\$2,298</b> | \$3,951  | \$5,604  | \$13.26     | \$22.79    | \$32.33    |
| <b>N13</b> | <b>\$2,366</b> | \$4,098  | \$5,829  | \$13.65     | \$23.64    | \$33.63    |
| <b>N14</b> | <b>\$2,438</b> | \$4,251  | \$6,063  | \$14.07     | \$24.52    | \$34.98    |
| <b>N15</b> | <b>\$2,510</b> | \$4,408  | \$6,306  | \$14.48     | \$25.43    | \$36.38    |
| <b>N16</b> | <b>\$2,586</b> | \$4,572  | \$6,558  | \$14.92     | \$26.38    | \$37.84    |
| <b>N17</b> | <b>\$2,663</b> | \$4,743  | \$6,822  | \$15.36     | \$27.36    | \$39.36    |
| <b>N18</b> | <b>\$2,743</b> | \$4,919  | \$7,095  | \$15.83     | \$28.38    | \$40.93    |
| <b>N19</b> | \$2,827        | \$5,102  | \$7,377  | \$16.31     | \$29.43    | \$42.56    |
| <b>N20</b> | \$2,910        | \$5,291  | \$7,672  | \$16.79     | \$30.52    | \$44.26    |
| <b>N21</b> | \$2,999        | \$5,488  | \$7,978  | \$17.30     | \$31.66    | \$46.03    |
| <b>N22</b> | \$3,087        | \$5,691  | \$8,295  | \$17.81     | \$32.83    | \$47.86    |
| <b>N23</b> | \$3,179        | \$5,903  | \$8,626  | \$18.34     | \$34.05    | \$49.77    |
| <b>N24</b> | \$3,276        | \$6,123  | \$8,970  | \$18.90     | \$35.32    | \$51.75    |
| <b>N25</b> | \$3,374        | \$6,351  | \$9,328  | \$19.46     | \$36.64    | \$53.82    |
| <b>N26</b> | \$3,474        | \$6,588  | \$9,702  | \$20.04     | \$38.01    | \$55.97    |
| <b>N27</b> | \$3,578        | \$6,834  | \$10,089 | \$20.64     | \$39.43    | \$58.21    |
| <b>N28</b> | \$3,686        | \$7,090  | \$10,494 | \$21.27     | \$40.90    | \$60.54    |
| <b>N29</b> | \$3,797        | \$7,356  | \$10,914 | \$21.91     | \$42.44    | \$62.97    |
| <b>N30</b> | \$3,910        | \$7,631  | \$11,352 | \$22.56     | \$44.03    | \$65.49    |
| <b>N31</b> | \$4,027        | \$7,916  | \$11,805 | \$23.23     | \$45.67    | \$68.11    |
| <b>N32</b> | \$4,148        | \$8,213  | \$12,279 | \$23.93     | \$47.39    | \$70.84    |
| <b>N33</b> | \$4,274        | \$8,521  | \$12,768 | \$24.66     | \$49.16    | \$73.66    |
| <b>N34</b> | \$4,402        | \$8,841  | \$13,280 | \$25.39     | \$51.01    | \$76.62    |
| <b>N35</b> | \$4,533        | \$9,171  | \$13,810 | \$26.15     | \$52.91    | \$79.67    |
| <b>N36</b> | \$4,669        | \$9,517  | \$14,364 | \$26.94     | \$54.90    | \$82.87    |

**N10-N18 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 October 1, 2022

| Pay Range  | Monthly Salary |          |          | Annual Salary |           |           |
|------------|----------------|----------|----------|---------------|-----------|-----------|
|            | Minimum        | Midpoint | Maximum  | Minimum       | Midpoint  | Maximum   |
| <b>E17</b> | \$2,964        | \$6,528  | \$10,091 | \$35,568      | \$78,330  | \$121,092 |
| <b>E18</b> | \$3,083        | \$6,788  | \$10,492 | \$36,996      | \$81,450  | \$125,904 |
| <b>E19</b> | \$3,206        | \$7,060  | \$10,914 | \$38,472      | \$84,720  | \$130,968 |
| <b>E20</b> | \$3,333        | \$7,341  | \$11,349 | \$39,996      | \$88,092  | \$136,188 |
| <b>E21</b> | \$3,467        | \$7,636  | \$11,805 | \$41,604      | \$91,632  | \$141,660 |
| <b>E22</b> | \$3,605        | \$7,941  | \$12,276 | \$43,260      | \$95,286  | \$147,312 |
| <b>E23</b> | \$3,822        | \$8,295  | \$12,767 | \$45,864      | \$99,534  | \$153,204 |
| <b>E24</b> | \$4,051        | \$8,664  | \$13,277 | \$48,612      | \$103,968 | \$159,324 |
| <b>E25</b> | \$4,295        | \$9,051  | \$13,807 | \$51,540      | \$108,612 | \$165,684 |
| <b>E26</b> | \$4,553        | \$9,458  | \$14,362 | \$54,636      | \$113,490 | \$172,344 |
| <b>E27</b> | \$4,825        | \$9,881  | \$14,936 | \$57,900      | \$118,566 | \$179,232 |
| <b>E28</b> | \$5,115        | \$10,323 | \$15,531 | \$61,380      | \$123,876 | \$186,372 |
| <b>E29</b> | \$5,422        | \$10,788 | \$16,153 | \$65,064      | \$129,450 | \$193,836 |
| <b>E30</b> | \$5,856        | \$11,328 | \$16,799 | \$70,272      | \$135,930 | \$201,588 |
| <b>E31</b> | \$6,325        | \$11,899 | \$17,473 | \$75,900      | \$142,788 | \$209,676 |
| <b>E32</b> | \$6,830        | \$12,501 | \$18,171 | \$81,960      | \$150,006 | \$218,052 |
| <b>E33</b> | \$7,376        | \$13,137 | \$18,897 | \$88,512      | \$157,638 | \$226,764 |
| <b>E34</b> | \$7,966        | \$16,988 | \$26,010 | \$95,592      | \$203,856 | \$312,120 |
| <b>E35</b> | \$8,604        | \$17,827 | \$27,050 | \$103,248     | \$213,924 | \$324,600 |
| <b>E36</b> | \$9,292        | \$18,713 | \$28,134 | \$111,504     | \$224,556 | \$337,608 |

Note: The FLSA requires an Exempt employee to be compensated no less than \$684.00/week or \$2,964.00/month to meet the Salary Level Test. This minimum pay rate cannot be prorated regardless of FTE.