



3.330 RCUH Pay Schedules

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

Effective January 1, 2024

ACA Minimum Wage: \$16.81/Hour or \$2,914.00/Month (Coverage in Hawai'i)

\$19.76/Hour or \$3,426.00/Month (Out of Coverage Area)

Pay Range	Monthly Salary			Hourly Rate		
	Minimum	Midpoint	Maximum	Min Hourly	Mid Hourly	Max Hourly
N10	\$2,514	\$4,263	\$6,011	\$14.50	\$24.59	\$34.68
N11	\$2,589	\$4,420	\$6,251	\$14.94	\$25.50	\$36.06
N12	\$2,666	\$4,584	\$6,501	\$15.38	\$26.44	\$37.51
N13	\$2,745	\$4,754	\$6,762	\$15.84	\$27.42	\$39.01
N14	\$2,829	\$4,932	\$7,034	\$16.32	\$28.45	\$40.58
N15	\$2,914	\$5,115	\$7,316	\$16.81	\$29.51	\$42.21
N16	\$3,001	\$5,305	\$7,608	\$17.31	\$30.60	\$43.89
N17	\$3,090	\$5,502	\$7,914	\$17.83	\$31.74	\$45.66
N18	\$3,183	\$5,707	\$8,231	\$18.36	\$32.93	\$47.49
N19	\$3,279	\$5,919	\$8,558	\$18.92	\$34.15	\$49.37
N20	\$3,376	\$6,138	\$8,900	\$19.48	\$35.41	\$51.35
N21	\$3,479	\$6,367	\$9,255	\$20.07	\$36.73	\$53.40
N22	\$3,581	\$6,602	\$9,623	\$20.66	\$38.09	\$55.52
N23	\$3,689	\$6,848	\$10,007	\$21.28	\$39.51	\$57.73
N24	\$3,801	\$7,104	\$10,406	\$21.93	\$40.98	\$60.04
N25	\$3,914	\$7,368	\$10,821	\$22.58	\$42.50	\$62.43
N26	\$4,030	\$7,643	\$11,255	\$23.25	\$44.09	\$64.93
N27	\$4,151	\$7,928	\$11,704	\$23.95	\$45.74	\$67.52
N28	\$4,276	\$8,225	\$12,174	\$24.67	\$47.45	\$70.24
N29	\$4,405	\$8,533	\$12,661	\$25.41	\$49.23	\$73.05
N30	\$4,536	\$8,853	\$13,169	\$26.17	\$51.07	\$75.98
N31	\$4,672	\$9,184	\$13,695	\$26.95	\$52.98	\$79.01
N32	\$4,812	\$9,528	\$14,244	\$27.76	\$54.97	\$82.18
N33	\$4,959	\$9,886	\$14,812	\$28.61	\$57.03	\$85.46
N34	\$5,107	\$10,257	\$15,406	\$29.46	\$59.17	\$88.88
N35	\$5,259	\$10,640	\$16,020	\$30.34	\$61.38	\$92.42
N36	\$5,417	\$11,040	\$16,663	\$31.25	\$63.69	\$96.13

N10-N14 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.



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

Pay Range	Monthly Salary			Annual Salary		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
E17	\$3,438	\$7,572	\$11,706	\$41,256	\$90,864	\$140,472
E18	\$3,576	\$7,874	\$12,171	\$42,912	\$94,482	\$146,052
E19	\$3,719	\$8,190	\$12,660	\$44,628	\$98,274	\$151,920
E20	\$3,866	\$8,516	\$13,165	\$46,392	\$102,186	\$157,980
E21	\$4,022	\$8,858	\$13,694	\$48,264	\$106,296	\$164,328
E22	\$4,182	\$9,211	\$14,240	\$50,184	\$110,532	\$170,880
E23	\$4,434	\$9,622	\$14,810	\$53,208	\$115,464	\$177,720
E24	\$4,699	\$10,050	\$15,401	\$56,388	\$120,600	\$184,812
E25	\$4,982	\$10,499	\$16,016	\$59,784	\$125,988	\$192,192
E26	\$5,281	\$10,971	\$16,660	\$63,372	\$131,646	\$199,920
E27	\$5,597	\$11,462	\$17,326	\$67,164	\$137,538	\$207,912
E28	\$5,933	\$11,975	\$18,016	\$71,196	\$143,694	\$216,192
E29	\$6,290	\$12,514	\$18,737	\$75,480	\$150,162	\$224,844
E30	\$6,793	\$13,140	\$19,487	\$81,516	\$157,680	\$233,844
E31	\$7,337	\$13,803	\$20,269	\$88,044	\$165,636	\$243,228
E32	\$7,923	\$14,501	\$21,078	\$95,076	\$174,006	\$252,936
E33	\$8,556	\$15,239	\$21,921	\$102,672	\$182,862	\$263,052
E34	\$9,241	\$19,707	\$30,172	\$110,892	\$236,478	\$362,064
E35	\$9,981	\$20,680	\$31,378	\$119,772	\$248,154	\$376,536
E36	\$10,779	\$21,707	\$32,635	\$129,348	\$260,484	\$391,620

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.