



### 3.330 RCUH Pay Schedules

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

Effective July 1, 2024

**ACA Minimum Wage: \$18.28/Hour or \$3,169.00/Month (Coverage in Hawai'i)**

**\$23.66/Hour or \$4,102.00/Month (Out of Coverage Area)**

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

**N10-N17 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.