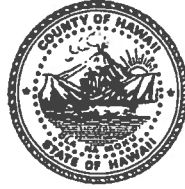


COUNTY OF HAWAI'I



STATE OF HAWAI'I

RESOLUTION NO. 188 25

**A RESOLUTION COMMITTING TO FUNDING THE COST ITEMS AGREED UPON BY THE EMPLOYERS AND THE HAWAI'I GOVERNMENT EMPLOYEES ASSOCIATION (HGEA) UNITS 02, 03, 04, 13 AND EMPLOYEES EXCLUDED FROM THOSE BARGAINING UNITS FOR THE CONTRACT PERIOD JULY 1, 2025 THROUGH JUNE 30, 2029.**

**WHEREAS**, Section 89-10(b) of the Hawai'i Revised Statutes, relating to collective bargaining, requires that "[a]ll cost items shall be subject to appropriations by the appropriate legislative bodies"; and

**WHEREAS**, this section further requires that "the employer shall submit within ten days of the date on which the agreement is ratified by the employees concerned all cost items contained therein to the appropriate legislative bodies"; and

**WHEREAS**, pursuant to provisions of Section 89-10, Hawai'i Revised Statutes, after good-faith negotiations, a settlement was reached between the employers and the HGEA on behalf of Bargaining Units 02, 03, 04, 13 and employees excluded from those bargaining units, the settlement was ratified by the membership of the bargaining units; and

**WHEREAS**, the estimated cost to the County of Hawai'i over the four years of the new contracts, as shown in the exhibits attached to this resolution, will be \$46,901,771; now therefore,

**EXHIBIT A-4**

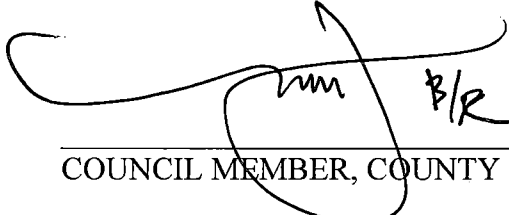
**BE IT RESOLVED BY THE COUNCIL OF THE COUNTY OF HAWAI'I** that the cost items as negotiated and ratified with HGEA, as shown on the attached exhibits, are hereby approved.

**BE IT FURTHER RESOLVED** that the funds necessary to pay the obligations under this agreement will be included in the operating budgets in FY2026, FY2027, FY2028, and FY2029.

**BE IT FINALLY RESOLVED** that the County Clerk shall transmit copies of this resolution to the Department of Human Resources and the Department of Finance.

Dated at     Kona    , Hawai'i, this 18th day of     June    , 2025 .

INTRODUCED BY:

  
 \_\_\_\_\_  
 COUNCIL MEMBER, COUNTY OF HAWAI'I

COUNTY COUNCIL  
 County of Hawai'i  
 Hilo, Hawai'i

I hereby certify that the foregoing RESOLUTION was by the vote indicated to the right hereof adopted by the COUNCIL of the County of Hawai'i on     June 18, 2025    .

ATTEST:

  
 COUNTY CLERK    CHAIRPERSON & PRESIDING OFFICER

ROLL CALL VOTE

	AYES	NOES	ABS	EX
GALIMBA	X			
HUSTACE	X			
INABA	X			
KAGIWADA	X			
KĀNEALI'I-KLEINFELDER	X			
KIERKIEWICZ	X			
KIMBALL	X			
ONISHI	X			
VILLEGAS	X			
	9	0	0	0

Reference:     C-300/FC -56      
 RESOLUTION NO.     188 25

**Summary - Cost of HGEA Settlement,  
July 1, 2026 through June 30, 2029**

**Recap of Additional Costs**

Bargaining <u>unit</u>	Increased cost <u>FY26-FY29</u>	Certain <u>fringes</u>	Total increase <u>FY26-FY29</u>
02	\$ 1,719,029	\$ 824,990	\$ 2,544,019
03	\$ 13,535,254	\$ 5,643,511	\$ 19,178,765
04	\$ 1,343,694	\$ 684,222	\$ 2,027,916
13	\$ 11,829,038	\$ 4,748,662	\$ 16,577,700
31	\$ 171,839	\$ 87,502	\$ 259,341
35	\$ 3,371,857	\$ 1,346,052	\$ 4,717,909
63	\$ 524,015	\$ 199,567	\$ 723,582
73	\$ 598,761	\$ 241,600	\$ 840,361
84	\$ 24,001	\$ 8,177	\$ 32,178
	<u>\$ 33,117,488</u>	<u>\$ 13,784,283</u>	<u>\$ 46,901,771</u>

**Recap of Increase to Base Pay Due to Settlement**

Bargaining <u>unit</u>	Increase to <u>base (ITB)</u>
02	\$ 716,658
03	\$ 5,406,131
04	\$ 560,182
13	\$ 5,151,666
31	\$ 71,639
35	\$ 1,536,365
63	\$ 180,873
73	\$ 270,638
84	\$ 10,006
	<u>\$ 13,904,158</u>

**County of Hawaii**  
**Bargaining Unit 02 Settlement Costs**  
**July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual</u> <u>Payroll Cost</u>	<u>Affect on</u> <u>Base Pay</u>
<i>Effect on payroll:</i>		
Base pay at 6/30/25	\$ 4,426,992	\$ 4,426,992
FY26: 3.50% ATB effective July 1, 2025	<u>154,945</u>	<u>154,945</u>
Total payroll cost in FY26	<u>\$ 4,581,937</u>	
Base pay at 6/30/26		\$ 4,581,937
Base pay at 6/30/26	\$ 4,581,937	4,581,937
FY27: 3.79% ATB effective July 1, 2026	<u>173,656</u>	<u>173,656</u>
Total payroll cost in FY27	<u>\$ 4,755,593</u>	
Base pay at 6/30/27		\$ 4,755,593
Base pay at 6/30/27	\$ 4,755,593	4,755,593
FY28: 4.00% ATB effective July 1, 2027	<u>190,224</u>	<u>190,224</u>
Total payroll cost in FY28	<u>\$ 4,945,817</u>	
Base pay at 6/30/28		\$ 4,945,817
Base pay at 6/30/28	\$ 4,945,817	4,945,817
FY29: 4.00% ATB effective July 1, 2028	<u>197,833</u>	<u>197,833</u>
Total payroll cost in FY29	<u>\$ 5,143,650</u>	
Base pay at 6/30/29		\$ 5,143,650
Less base pay at 6/30/25		<u>(4,426,992)</u>
Increase to base pay due to this settlement		<u>\$ 716,658</u>

	<u>FY26</u> <u>(2025-26)</u>	<u>FY27</u> <u>(2026-27)</u>	<u>FY28</u> <u>(2027-28)</u>	<u>FY29</u> <u>(2028-29)</u>	<u>Total</u> <u>FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 4,581,937	\$ 4,755,593	\$ 4,945,817	\$ 5,143,650	
Less base pay at beginning of fiscal year	<u>4,426,992</u>	<u>4,581,937</u>	<u>4,755,593</u>	<u>4,945,817</u>	
Total additional cost	154,945	173,656	190,224	197,833	\$ 716,658
Add affect of prior year increase in base pay	-	<u>154,945</u>	<u>328,601</u>	<u>518,825</u>	<u>1,002,371</u>
Total increased cost subject to fringe benefits	154,945	328,601	518,825	716,658	1,719,029
Certain fringe benefit costs (47.9916%)*	<u>74,361</u>	<u>157,701</u>	<u>248,992</u>	<u>343,936</u>	<u>824,990</u>
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>229,306</b>	<b>486,302</b>	<b>767,817</b>	<b>1,060,594</b>	<b>2,544,019</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	<u>32,538</u>	<u>69,006</u>	<u>108,953</u>	<u>150,498</u>	<u>360,995</u>
Total increased costs	<u>\$ 261,844</u>	<u>\$ 555,308</u>	<u>\$ 876,770</u>	<u>\$ 1,211,092</u>	<u>\$ 2,905,014</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.

**County of Hawaii  
Bargaining Unit 03 Settlement Costs  
July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual Payroll Cost</u>	<u>Affect on Base Pay</u>
<i>Effect on payroll:</i>		
Base pay at 6/30/25	\$ 38,216,256	\$ 38,216,256
FY26: 3.50% ATB effective July 1, 2025	1,337,569	1,337,569
Total payroll cost in FY26	<u>\$ 39,553,825</u>	
Base pay at 6/30/26		\$ 39,553,825
Base pay at 6/30/26	\$ 39,553,825	39,553,825
FY27: Negotiated SM (C through L to next step) effective July 1, 2026	1,112,348	1,112,348
OT Lump Sum if on Step M (=4% of ann basic rate) eff 7/1/26	78,798	-
Total payroll cost in FY27	<u>\$ 40,744,971</u>	
Base pay at 6/30/27		\$ 40,666,173
Base pay at 6/30/27	\$ 40,666,173	40,666,173
FY28: 4.00% ATB effective July 1, 2027	1,626,647	1,626,647
Total payroll cost in FY28	<u>\$ 42,292,820</u>	
Base pay at 6/30/28		\$ 42,292,820
Base pay at 6/30/28	\$ 42,292,820	42,292,820
FY29: 0.37% ATB effective July 1, 2028	156,484	156,484
Negotiated SM (C through L to next step) effective July 1, 2028	1,173,083	1,173,083
OT Lump Sum if on Step M (=4% of ann basic rate) eff 7/1/28	123,979	-
Total payroll cost in FY29	<u>\$ 43,746,366</u>	
Base pay at 6/30/29		\$ 43,622,387
Less base pay at 6/30/25		<u>(38,216,256)</u>
Increase to base pay due to this settlement		<u>\$ 5,406,131</u>

	<u>FY26 (2025-26)</u>	<u>FY27 (2026-27)</u>	<u>FY28 (2027-28)</u>	<u>FY29 (2028-29)</u>	<u>Total FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 39,553,825	\$ 40,744,971	\$ 42,292,820	\$ 43,746,366	
Less base pay at beginning of fiscal year	<u>38,216,256</u>	<u>39,553,825</u>	<u>40,666,173</u>	<u>42,292,820</u>	
Total additional cost	1,337,569	1,191,146	1,626,647	1,453,546	\$ 5,608,908
Add affect of prior year increase in base pay	-	1,337,569	2,449,917	4,076,564	<u>7,864,050</u>
Total increase in regular pay	1,337,569	2,528,715	4,076,564	5,530,110	13,472,958
Non-wage cost items subject to fringe benefits:					
Increase in uniform allowances	658	658	658	658	2,632
Increase in overtime meal rates	14,916	14,916	14,916	14,916	59,664
Total increased cost subject to fringe benefits	1,353,143	2,544,289	4,092,138	5,545,684	13,535,254
Certain fringe benefit costs (41.6949%)*	<u>564,192</u>	<u>1,060,839</u>	<u>1,706,213</u>	<u>2,312,267</u>	<u>5,643,511</u>
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>1,917,335</b>	<b>3,605,128</b>	<b>5,798,351</b>	<b>7,857,951</b>	<b>19,178,765</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	284,160	534,301	859,349	1,164,594	2,842,404
Total increased costs	<u>\$ 2,201,495</u>	<u>\$ 4,139,429</u>	<u>\$ 6,657,700</u>	<u>\$ 9,022,545</u>	<u>\$ 22,021,169</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.

**County of Hawaii  
Bargaining Unit 04 Settlement Costs  
July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual Payroll Cost</u>	<u>Affect on Base Pay</u>
<i>Effect on payroll:</i>		
Base pay at 6/30/25	\$ 3,460,392	\$ 3,460,392
FY26: 3.50% ATB effective July 1, 2025	121,114	121,114
Total payroll cost in FY26	<u>\$ 3,581,506</u>	
Base pay at 6/30/26		\$ 3,581,506
Base pay at 6/30/26	\$ 3,581,506	3,581,506
FY27: 3.79% ATB effective July 1, 2026	135,740	135,740
Total payroll cost in FY27	<u>\$ 3,717,246</u>	
Base pay at 6/30/27		\$ 3,717,246
Base pay at 6/30/27	\$ 3,717,246	3,717,246
FY28: 4.00% ATB effective July 1, 2027	148,690	148,690
Total payroll cost in FY28	<u>\$ 3,865,936</u>	
Base pay at 6/30/28		\$ 3,865,936
Base pay at 6/30/28	\$ 3,865,936	3,865,936
FY29: 4.00% ATB effective July 1, 2028	154,638	154,638
Total payroll cost in FY29	<u>\$ 4,020,574</u>	
Base pay at 6/30/29		\$ 4,020,574
Less base pay at 6/30/25		<u>(3,460,392)</u>
Increase to base pay due to this settlement		<u>\$ 560,182</u>

	<u>FY26 (2025-26)</u>	<u>FY27 (2026-27)</u>	<u>FY28 (2027-28)</u>	<u>FY29 (2028-29)</u>	<u>Total FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 3,581,506	\$ 3,717,246	\$ 3,865,936	\$ 4,020,574	
Less base pay at beginning of fiscal year	<u>3,460,392</u>	<u>3,581,506</u>	<u>3,717,246</u>	<u>3,865,936</u>	
Total additional cost	121,114	135,740	148,690	154,638	\$ 560,182
Add affect of prior year increase in base pay	-	121,114	256,854	405,544	<u>783,512</u>
Total increased cost subject to fringe benefits	121,114	256,854	405,544	560,182	1,343,694
Certain fringe benefit costs (50.9210%)*	<u>61,672</u>	<u>130,793</u>	<u>206,507</u>	<u>285,250</u>	<u>684,222</u>
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>182,786</b>	<b>387,647</b>	<b>612,051</b>	<b>845,432</b>	<b>2,027,916</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	<u>25,434</u>	<u>53,939</u>	<u>85,164</u>	<u>117,638</u>	<u>282,175</u>
Total increased costs	<u>\$ 208,220</u>	<u>\$ 441,586</u>	<u>\$ 697,215</u>	<u>\$ 963,070</u>	<u>\$ 2,310,091</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.

**County of Hawaii**  
**Bargaining Unit 13 Settlement Costs**  
**July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual</u> <u>Payroll Cost</u>	<u>Affect on</u> <u>Base Pay</u>
<i>Effect on payroll:</i>		
Base pay at 6/30/25	\$ 32,594,748	\$ 32,594,748
FY26: 2.12% ATB effective July 1, 2025	691,009	691,009
Continuation of SM Plan 07/01/25 - 06/30/26	240,926	375,540
\$2000 lump sum 07/01/25 (ees not eligible for SM)	56,000	-
Total payroll cost in FY26	<u>\$ 33,582,683</u>	
Base pay at 6/30/26		\$ 33,661,297
Base pay at 6/30/26	\$ 33,661,297	33,661,297
FY27: 2.95% ATB effective July 1, 2026	993,009	993,009
Continuation of SM Plan 07/01/26 - 06/30/27	174,055	326,748
Total payroll cost in FY27	<u>\$ 34,828,361</u>	
Base pay at 6/30/27		\$ 34,981,054
Base pay at 6/30/27	\$ 34,981,054	34,981,054
FY28: 2.77% ATB effective July 1, 2027	968,976	968,976
Continuation of SM Plan 07/01/27 - 06/30/28	227,149	364,404
Total payroll cost in FY28	<u>\$ 36,177,179</u>	
Base pay at 6/30/28		\$ 36,314,434
Base pay at 6/30/28	\$ 36,314,434	36,314,434
FY29: 3.17% ATB effective July 1, 2028	1,151,168	1,151,168
Continuation of SM Plan 07/01/28 - 06/30/29	154,205	280,812
Total payroll cost in FY29	<u>\$ 37,619,807</u>	
Base pay at 6/30/29		\$ 37,746,414
Less base pay at 6/30/25		<u>(32,594,748)</u>
Increase to base pay due to this settlement		<u>\$ 5,151,666</u>

	<u>FY26</u> <u>(2025-26)</u>	<u>FY27</u> <u>(2026-27)</u>	<u>FY28</u> <u>(2027-28)</u>	<u>FY29</u> <u>(2028-29)</u>	<u>Total</u> <u>FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 33,582,683	\$ 34,828,361	\$ 36,177,179	\$ 37,619,807	
Less base pay at beginning of fiscal year	<u>32,594,748</u>	<u>33,661,297</u>	<u>34,981,054</u>	<u>36,314,434</u>	
Total additional cost	987,935	1,167,064	1,196,125	1,305,373	\$ 4,656,497
Add affect of prior year increase in base pay	-	1,066,549	2,386,306	3,719,686	<u>7,172,541</u>
Total increased cost subject to fringe benefits	987,935	2,233,613	3,582,431	5,025,059	11,829,038
Certain fringe benefit costs (40.1441%)*	<u>396,598</u>	<u>896,664</u>	<u>1,438,135</u>	<u>2,017,265</u>	<u>4,748,662</u>
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>1,384,533</b>	<b>3,130,277</b>	<b>5,020,566</b>	<b>7,042,324</b>	<b>16,577,700</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	<u>207,466</u>	<u>469,059</u>	<u>752,311</u>	<u>1,055,262</u>	<u>2,484,098</u>
Total increased costs	<u>\$ 1,591,999</u>	<u>\$ 3,599,336</u>	<u>\$ 5,772,877</u>	<u>\$ 8,097,586</u>	<u>\$ 19,061,798</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.

**County of Hawaii**  
**Bargaining Unit 31 Settlement Costs**  
**July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual</u> <u>Payroll Cost</u>	<u>Affect on</u> <u>Base Pay</u>
<i>Effect on payroll:</i>		
Base pay at 6/30/25	\$ 442,524	\$ 442,524
FY26: 3.50% ATB effective July 1, 2025	15,489	15,489
Total payroll cost in FY26	<u>\$ 458,013</u>	
Base pay at 6/30/26		\$ 458,013
Base pay at 6/30/26	\$ 458,013	458,013
FY27: 3.79% ATB effective July 1, 2026	17,359	17,359
Total payroll cost in FY27	<u>\$ 475,372</u>	
Base pay at 6/30/27		\$ 475,372
Base pay at 6/30/27	\$ 475,372	475,372
FY28: 4.00% ATB effective July 1, 2027	19,015	19,015
Total payroll cost in FY28	<u>\$ 494,387</u>	
Base pay at 6/30/28		\$ 494,387
Base pay at 6/30/28	\$ 494,387	494,387
FY29: 4.00% ATB effective July 1, 2028	19,776	19,776
Total payroll cost in FY29	<u>\$ 514,163</u>	
Base pay at 6/30/29		\$ 514,163
Less base pay at 6/30/25		<u>(442,524)</u>
Increase to base pay due to this settlement		<u>\$ 71,639</u>

	<u>FY26</u> <u>(2025-26)</u>	<u>FY27</u> <u>(2026-27)</u>	<u>FY28</u> <u>(2027-28)</u>	<u>FY29</u> <u>(2028-29)</u>	<u>Total</u> <u>FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 458,013	\$ 475,372	\$ 494,387	\$ 514,163	
Less base pay at beginning of fiscal year	442,524	458,013	475,372	494,387	
Total additional cost	15,489	17,359	19,015	19,776	\$ 71,639
Add affect of prior year increase in base pay	-	15,489	32,848	51,863	100,200
Total increased cost subject to fringe benefits	15,489	32,848	51,863	71,639	171,839
Certain fringe benefit costs (50.9210%)*	7,887	16,727	26,409	36,479	87,502
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>23,376</b>	<b>49,575</b>	<b>78,272</b>	<b>108,118</b>	<b>259,341</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	3,253	6,898	10,891	15,044	36,086
Total increased costs	<u>\$ 26,629</u>	<u>\$ 56,473</u>	<u>\$ 89,163</u>	<u>\$ 123,162</u>	<u>\$ 295,427</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.

**County of Hawaii  
Bargaining Unit 35 Settlement Costs  
July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual Payroll Cost</u>	<u>Affect on Base Pay</u>
<i>Effect on payroll:</i>		
Base pay at 6/30/25	\$ 7,813,272	\$ 7,813,272
FY26: 2.12% ATB effective July 1, 2025	165,642	165,642
WIRP 07/01/25 - 06/30/26	77,626	152,652
\$2000 lump sum 07/01/25 (ees not eligible for SM)	2,000	-
Total payroll cost in FY26	<u>\$ 8,058,540</u>	
Base pay at 6/30/26		\$ 8,131,566
Base pay at 6/30/26	\$ 8,131,566	8,131,566
FY27: 2.95% ATB effective July 1, 2026	239,882	239,882
WIRP 07/01/26 - 06/30/27	79,284	154,452
Total payroll cost in FY27	<u>\$ 8,450,732</u>	
Base pay at 6/30/27		\$ 8,525,900
Base pay at 6/30/27	\$ 8,525,900	8,525,900
FY28: 2.77% ATB effective July 1, 2027	236,168	236,168
WIRP 07/01/27 - 06/30/28	77,841	150,492
Total payroll cost in FY28	<u>\$ 8,839,909</u>	
Base pay at 6/30/28		\$ 8,912,560
Base pay at 6/30/28	\$ 8,912,560	8,912,560
FY29: 3.17% ATB effective July 1, 2028	282,529	282,529
WIRP 07/01/28 - 06/30/29	80,675	154,548
Total payroll cost in FY29	<u>\$ 9,275,764</u>	
Base pay at 6/30/29		\$ 9,349,637
Less base pay at 6/30/25		<u>(7,813,272)</u>
Increase to base pay due to this settlement		<u>\$ 1,536,365</u>

	<u>FY26 (2025-26)</u>	<u>FY27 (2026-27)</u>	<u>FY28 (2027-28)</u>	<u>FY29 (2028-29)</u>	<u>Total FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 8,058,540	\$ 8,450,732	\$ 8,839,909	\$ 9,275,764	
Less base pay at beginning of fiscal year	<u>7,813,272</u>	<u>8,131,566</u>	<u>8,525,900</u>	<u>8,912,560</u>	
Total additional cost	245,268	319,166	314,009	363,204	\$ 1,241,647
Add affect of prior year increase in base pay	-	318,294	712,628	1,099,288	<u>2,130,210</u>
Total increased cost subject to fringe benefits	245,268	637,460	1,026,637	1,462,492	3,371,857
Certain fringe benefit costs (39.9202%)*	<u>97,911</u>	<u>254,475</u>	<u>409,836</u>	<u>583,830</u>	<u>1,346,052</u>
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>343,179</b>	<b>891,935</b>	<b>1,436,473</b>	<b>2,046,322</b>	<b>4,717,909</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	51,506	133,867	215,594	307,123	708,090
Total increased costs	<u>\$ 394,685</u>	<u>\$ 1,025,802</u>	<u>\$ 1,652,067</u>	<u>\$ 2,353,445</u>	<u>\$ 5,425,999</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.

**County of Hawaii**  
**Bargaining Unit 63 Settlement Costs**  
**July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual</u> <u>Payroll Cost</u>	<u>Affect on</u> <u>Base Pay</u>			
<i>Effect on payroll:</i>					
Base pay at 6/30/25	\$ 1,970,724	\$ 1,970,724			
FY26: 3.50% ATB effective July 1, 2025	68,976	68,976			
Total payroll cost in FY26	<u>\$ 2,039,700</u>				
Base pay at 6/30/26		\$ 2,039,700			
Base pay at 6/30/26	\$ 2,039,700	2,039,700			
FY27: Negotiated SM (C through L to next step) effective July 1, 2026	11,172	11,172			
OT Lump Sum if on Step M (=4% of ann basic rate) eff 7/1/26	7,300	-			
Total payroll cost in FY27	<u>\$ 2,058,172</u>				
Base pay at 6/30/27		\$ 2,050,872			
Base pay at 6/30/27	\$ 2,050,872	2,050,872			
FY28: 4.00% ATB effective July 1, 2027	82,035	82,035			
Total payroll cost in FY28	<u>\$ 2,132,907</u>				
Base pay at 6/30/28		\$ 2,132,907			
Base pay at 6/30/28	\$ 2,132,907	2,132,907			
FY29: 0.37% ATB effective July 1, 2028	7,892	7,892			
Negotiated SM (C through L to next step) effective July 1, 2028	10,798	10,798			
OT Lump Sum if on Step M (=4% of ann basic rate) eff 7/1/28	23,759	-			
Total payroll cost in FY29	<u>\$ 2,175,356</u>				
Base pay at 6/30/29		\$ 2,151,597			
Less base pay at 6/30/25		(1,970,724)			
Increase to base pay due to this settlement		<u>\$ 180,873</u>			
	<u>FY26</u> <u>(2025-26)</u>	<u>FY27</u> <u>(2026-27)</u>	<u>FY28</u> <u>(2027-28)</u>	<u>FY29</u> <u>(2028-29)</u>	<u>Total</u> <u>FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 2,039,700	\$ 2,058,172	\$ 2,132,907	\$ 2,175,356	
Less base pay at beginning of fiscal year	1,970,724	2,039,700	2,050,872	2,132,907	
Total additional cost	68,976	18,472	82,035	42,449	\$ 211,932
Add affect of prior year increase in base pay	-	68,976	80,148	162,183	311,307
Total increase in regular pay	68,976	87,448	162,183	204,632	523,239
Non-wage cost items subject to fringe benefits:					
Increase in uniform allowances	-	-	-	-	-
Increase in overtime meal rates	194	194	194	194	776
Total increased cost subject to fringe benefits	69,170	87,642	162,377	204,826	524,015
Certain fringe benefit costs (38.0840%)*	26,343	33,378	61,840	78,006	199,567
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>95,513</b>	<b>121,020</b>	<b>224,217</b>	<b>282,832</b>	<b>723,582</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	14,526	18,405	34,099	43,013	110,043
Total increased costs	<u>\$ 110,039</u>	<u>\$ 139,425</u>	<u>\$ 258,316</u>	<u>\$ 325,845</u>	<u>\$ 833,625</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.

**County of Hawaii  
Bargaining Unit 73 Settlement Costs  
July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual</u> <u>Payroll Cost</u>	<u>Affect on</u> <u>Base Pay</u>			
<i>Effect on payroll:</i>					
Base pay at 6/30/25	\$ 1,597,320	\$ 1,597,320			
FY26: 2.12% ATB effective July 1, 2025	33,864	33,864			
Continuation of SM Plan 07/01/25 - 06/30/26	10,889	16,656			
\$2000 lump sum 07/01/25 (ees not eligible for SM)	6,000	-			
Total payroll cost in FY26	<u>\$ 1,648,073</u>	<u>                    </u>			
Base pay at 6/30/26		\$ 1,647,840			
Base pay at 6/30/26	\$ 1,647,840	1,647,840			
FY27: 2.95% ATB effective July 1, 2026	48,612	48,612			
Continuation of SM Plan 07/01/26 - 06/30/27	9,245	18,948			
Total payroll cost in FY27	<u>\$ 1,705,697</u>	<u>                    </u>			
Base pay at 6/30/27		\$ 1,715,400			
Base pay at 6/30/27	\$ 1,715,400	1,715,400			
FY28: 2.77% ATB effective July 1, 2027	47,517	47,517			
Continuation of SM Plan 07/01/27 - 06/30/28	11,456	27,372			
Total payroll cost in FY28	<u>\$ 1,774,373</u>	<u>                    </u>			
Base pay at 6/30/28		\$ 1,790,289			
Base pay at 6/30/28	\$ 1,790,289	1,790,289			
FY29: 3.17% ATB effective July 1, 2028	56,753	56,753			
Continuation of SM Plan 07/01/28 - 06/30/29	12,856	20,916			
Total payroll cost in FY29	<u>\$ 1,859,898</u>	<u>                    </u>			
Base pay at 6/30/29		\$ 1,867,958			
Less base pay at 6/30/25		(1,597,320)			
Increase to base pay due to this settlement		<u>\$ 270,638</u>			
	<u>FY26</u> <u>(2025-26)</u>	<u>FY27</u> <u>(2026-27)</u>	<u>FY28</u> <u>(2027-28)</u>	<u>FY29</u> <u>(2028-29)</u>	<u>Total</u> <u>FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 1,648,073	\$ 1,705,697	\$ 1,774,373	\$ 1,859,898	
Less base pay at beginning of fiscal year	<u>1,597,320</u>	<u>1,647,840</u>	<u>1,715,400</u>	<u>1,790,289</u>	
Total additional cost	50,753	57,857	58,973	69,609	\$ 237,192
Add affect of prior year increase in base pay	-	50,520	118,080	192,969	361,569
Total increased cost subject to fringe benefits	50,753	108,377	177,053	262,578	598,761
Certain fringe benefit costs (40.3499%)*	<u>20,479</u>	<u>43,730</u>	<u>71,441</u>	<u>105,950</u>	<u>241,600</u>
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>71,232</b>	<b>152,107</b>	<b>248,494</b>	<b>368,528</b>	<b>840,361</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	10,658	22,759	37,181	55,141	125,739
Total increased costs	<u>\$ 81,890</u>	<u>\$ 174,866</u>	<u>\$ 285,675</u>	<u>\$ 423,669</u>	<u>\$ 966,100</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.

**County of Hawaii  
Bargaining Unit 84 Settlement Costs  
July 1, 2025 (FY26) through June 30, 2029 (FY29)**

	<u>Annual Payroll Cost</u>	<u>Affect on Base Pay</u>
<i>Effect on payroll:</i>		
Base pay at 6/30/25	\$ 61,800	\$ 61,800
FY26: 3.50% ATB effective July 1, 2025	<u>2,163</u>	<u>2,163</u>
Total payroll cost in FY26	<u>\$ 63,963</u>	
Base pay at 6/30/26		\$ 63,963
Base pay at 6/30/26	\$ 63,963	63,963
FY27: 3.79% ATB effective July 1, 2026	<u>2,425</u>	<u>2,425</u>
Total payroll cost in FY27	<u>\$ 66,388</u>	
Base pay at 6/30/27		\$ 66,388
Base pay at 6/30/27	\$ 66,388	66,388
FY28: 4.00% ATB effective July 1, 2027	<u>2,656</u>	<u>2,656</u>
Total payroll cost in FY28	<u>\$ 69,044</u>	
Base pay at 6/30/28		\$ 69,044
Base pay at 6/30/28	\$ 69,044	69,044
FY29: 4.00% ATB effective July 1, 2028	<u>2,762</u>	<u>2,762</u>
Total payroll cost in FY29	<u>\$ 71,806</u>	
Base pay at 6/30/29		\$ 71,806
Less base pay at 6/30/25		<u>(61,800)</u>
Increase to base pay due to this settlement		<u>\$ 10,006</u>

	<u>FY26 (2025-26)</u>	<u>FY27 (2026-27)</u>	<u>FY28 (2027-28)</u>	<u>FY29 (2028-29)</u>	<u>Total FY26-FY29</u>
<i>Determination of total increase in cost due to proposed contract:</i>					
Total payroll cost for fiscal year as per above calculations	\$ 63,963	\$ 66,388	\$ 69,044	\$ 71,806	
Less base pay at beginning of fiscal year	<u>61,800</u>	<u>63,963</u>	<u>66,388</u>	<u>69,044</u>	
Total additional cost	2,163	2,425	2,656	2,762	\$ 10,006
Add affect of prior year increase in base pay	-	2,163	4,588	7,244	13,995
Total increased cost subject to fringe benefits	2,163	4,588	7,244	10,006	24,001
Certain fringe benefit costs (34.0663%)*	<u>737</u>	<u>1,563</u>	<u>2,468</u>	<u>3,409</u>	<u>8,177</u>
<b>Increased costs to be paid during fiscal years 2026-29</b>	<b>2,900</b>	<b>6,151</b>	<b>9,712</b>	<b>13,415</b>	<b>32,178</b>
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	<u>454</u>	<u>963</u>	<u>1,521</u>	<u>2,101</u>	<u>5,039</u>
Total increased costs	<u>\$ 3,354</u>	<u>\$ 7,114</u>	<u>\$ 11,233</u>	<u>\$ 15,516</u>	<u>\$ 37,217</u>

\* Fringe benefits include estimates for overtime, premium pay, hazard pay, standby, temporary assignment, compensatory time, retirement system, workers' compensation, and unemployment compensation.