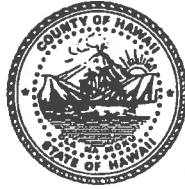


COUNTY OF HAWAI'I



STATE OF HAWAI'I

RESOLUTION NO. 189 25

A RESOLUTION COMMITTING TO FUNDING THE COST ITEMS AGREED UPON BY THE EMPLOYERS AND THE UNITED PUBLIC WORKERS (UPW) UNIT 01 AND EMPLOYEES EXCLUDED FROM BARGAINING UNIT 01 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 UPW on behalf of Bargaining Unit 01, and the settlement was ratified by the membership of the bargaining unit; and

WHEREAS, the estimated cost to the County of Hawai'i over the four years of the new contract, as shown in the exhibits attached to this resolution, will be \$24,463,678; now therefore,

EXHIBIT A-5

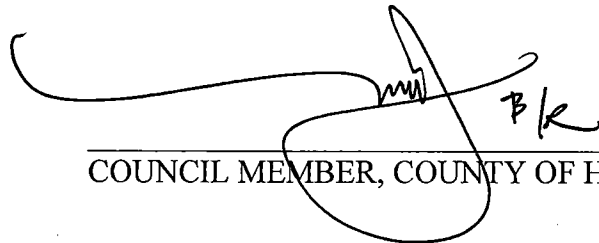
BE IT RESOLVED BY THE COUNCIL OF THE COUNTY OF HAWAI'I that the cost items as negotiated and ratified with UPW, as shown on the attached exhibits, are hereby approved.

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-301/FC-57
 RESOLUTION NO. 189 25

County of Hawaii
Bargaining Unit 01 Settlement Costs
July 1, 2025 (FY25) 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 4/22/25	\$ 42,749,004	\$ 42,749,004			
FY26: 3.50% across-the-board (ATB) increase effective July 1, 2025	<u>1,496,216</u>	<u>1,496,216</u>			
Total payroll cost in FY26	<u>44,245,220</u>				
Base pay at 6/30/26		<u>44,245,220</u>			
Base pay at 6/30/26	44,245,220	44,245,220			
FY27: 3.79% across-the-board (ATB) increase effective July 1, 2026	<u>1,676,894</u>	<u>1,676,894</u>			
Total payroll cost in FY27	<u>\$ 45,922,114</u>				
Base pay at 6/30/27		\$ 45,922,114			
Base pay at 6/30/27	45,922,114	45,922,114			
FY28: 4.00% across-the-board (ATB) increase effective July 1, 2027	<u>1,836,885</u>	<u>1,836,885</u>			
Total payroll cost in FY28	<u>\$ 47,758,999</u>				
Base pay at 6/30/28		\$ 47,758,999			
Base pay at 6/30/28	47,758,999	47,758,999			
FY29: 4.00% across-the-board (ATB) increase effective July 1, 2028	<u>1,910,360</u>	<u>1,910,360</u>			
Total payroll cost in FY29	<u>\$ 49,669,359</u>				
Base pay at 6/30/29		\$ 49,669,359			
Less base pay at 4/22/25		<u>(42,749,004)</u>			
Increase to base pay due to this settlement		<u>\$ 6,920,355</u>			
	<u>FY26</u>	<u>FY27</u>	<u>FY28</u>	<u>FY29</u>	<u>Total</u>
	<u>(2025-26)</u>	<u>(2026-27)</u>	<u>(2027-28)</u>	<u>(2028-29)</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	\$ 44,245,220	\$ 45,922,114	\$ 47,758,999	\$ 49,669,359	
Less base pay at beginning of fiscal year	<u>42,749,004</u>	<u>44,245,220</u>	<u>45,922,114</u>	<u>47,758,999</u>	
Total additional cost	1,496,216	1,676,894	1,836,885	1,910,360	\$ 6,920,355
Add affect of prior year increase in base pay	<u>-</u>	<u>1,496,216</u>	<u>3,173,110</u>	<u>5,009,995</u>	<u>9,679,321</u>
Total increased cost subject to fringe benefits	1,496,216	3,173,110	5,009,995	6,920,355	16,599,676
Certain fringe benefit costs (47.16%)*	<u>705,553</u>	<u>1,496,305</u>	<u>2,362,503</u>	<u>3,263,349</u>	<u>7,827,710</u>
Increased costs to be paid during fiscal years 2026-29	2,201,769	4,669,415	7,372,498	10,183,704	24,427,386
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	<u>462,371</u>	<u>980,577</u>	<u>1,548,225</u>	<u>2,138,578</u>	<u>5,129,751</u>
Total increased costs	<u>\$ 2,664,140</u>	<u>\$ 5,649,992</u>	<u>\$ 8,920,723</u>	<u>\$ 12,322,282</u>	<u>\$ 29,557,137</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 61 Settlement Costs
July 1, 2025 (FY25) through June 30, 2029 (FY29)**

	<u>Annual Payroll Cost</u>	<u>Affect on Base Pay</u>
<i>Effect on payroll:</i>		
Base pay at 4/22/25	\$ 69,648	\$ 69,648
FY26: 3.50% across-the-board (ATB) increase effective July 1, 2025	<u>2,438</u>	<u>2,438</u>
Total payroll cost in FY26	<u>72,086</u>	
Base pay at 6/30/26		<u>72,086</u>
Base pay at 6/30/26	72,086	72,086
FY27: 3.79% across-the-board (ATB) increase effective July 1, 2026	<u>2,733</u>	<u>2,733</u>
Total payroll cost in FY27	<u>\$ 74,819</u>	
Base pay at 6/30/27		\$ 74,819
Base pay at 6/30/27	74,819	74,819
FY28: 4.00% across-the-board (ATB) increase effective July 1, 2027	<u>2,993</u>	<u>2,993</u>
Total payroll cost in FY28	<u>\$ 77,812</u>	
Base pay at 6/30/28		\$ 77,812
Base pay at 6/30/28	77,812	77,812
FY29: 4.00% across-the-board (ATB) increase effective July 1, 2028	<u>3,113</u>	<u>3,113</u>
Total payroll cost in FY29	<u>\$ 80,925</u>	
Base pay at 6/30/29		\$ 80,925
Less base pay at 4/22/25		<u>(69,648)</u>
Increase to base pay due to this settlement		<u>\$ 11,277</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	\$ 72,086	\$ 74,819	\$ 77,812	\$ 80,925	
Less base pay at beginning of fiscal year	<u>69,648</u>	<u>72,086</u>	<u>74,819</u>	<u>77,812</u>	
Total additional cost	2,438	2,733	2,993	3,113	\$ 11,277
Add affect of prior year increase in base pay	<u>-</u>	<u>2,438</u>	<u>5,171</u>	<u>8,164</u>	<u>15,773</u>
Total increased cost subject to fringe benefits	2,438	5,171	8,164	11,277	27,050
Certain fringe benefit costs (34.1668%)*	<u>833</u>	<u>1,767</u>	<u>2,789</u>	<u>3,853</u>	<u>9,242</u>
Increased costs to be paid during fiscal years 2026-29	3,271	6,938	10,953	15,130	36,292
Vacation, sick leave and holidays (21% of total increased cost subject to fringe benefits)	<u>687</u>	<u>1,457</u>	<u>2,300</u>	<u>3,177</u>	<u>7,621</u>
Total increased costs	<u>\$ 3,958</u>	<u>\$ 8,395</u>	<u>\$ 13,253</u>	<u>\$ 18,307</u>	<u>\$ 43,913</u>

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