

ARTICLE 3. DUES, SERVICE FEES AND DEDUCTIONS

A. Deduction of Member Fees - The Employer agrees, upon written authorization of an employee, to deduct membership dues, initiation fees, and fees for Union benefits in amounts certified by the Union to be current from the payroll of any present or future employee who is a member of the Union and to deduct other employee authorized and Employer approved assignments.

~~**[B. Deduction of Service Fees** - The Employer agrees to deduct from the payroll of any present or future employee a service fee as required by law.]~~

[C]B. Collection of Fees - Such deductions shall be collected twice a month by the Employer and transmitted to the Union by check drawn to the order of the Union no later than the 15th day of the following month. Upon the issue of such check and transmission of same to the Union, all responsibility on the part of the Employer shall cease with respect to any amount so deducted. The Employer shall not be bound in any manner to see to the application of the proceeds of any such check, nor to investigate the authority of any designated officer of the Union to sign any certification, to accept any such check, or to collect the same. The Union hereby undertakes to indemnify and hold blameless the Employer from any claim that may be made upon it for or on account of any such deduction from the wages of any employee.

[D]C. Insufficient Earnings - Whenever an employee does not receive earnings during any payroll period sufficient to cover the employee's dues and/or service fee, the Employer shall not make such deductions which become past due, provided that upon reinstatement, after disciplinary action such as suspension or dismissal, the Employer, with employee authorization, shall make reasonable arrangements in order that the employee becomes current with all dues or service fees in arrears.

[E]D. Employee List - The Employer shall maintain lists of bargaining unit employees showing Union deductions and service fee deductions. The lists shall be transmitted monthly to the Union without cost on a form supplied by the Employer.

[F]E. New Employees - The Employer shall furnish the Union each month the names and position titles of all employees hired during the prior month.

1 ~~[G. Religious Exemption from Fees - The Union agrees to comply with Chapter 89-~~
2 ~~3-5 Hawaii Revised Statutes concerning any employee who is a member of a bona fide~~
3 ~~religion which has historically held conscientious objections to joining or financially~~
4 ~~supporting the Union.]~~
5

1 **ARTICLE 30. SALARIES**

2 The salary schedule in effect on June 30, 2025, shall be designated as Exhibit A.

3 **A. Subject to the approval of the respective legislative bodies and effective July 1,**
4 **2025:**

5 **1. The salary schedule designated as Exhibit A shall be amended to reflect a five**
6 **percent (5.00%) salary adjustment and such schedule shall be redesignated as Exhibit B.**

7 **2. Employees on the salary schedule designated as Exhibit A as of June 30, 2025**
8 **shall be placed on the corresponding pay range and step of Exhibit B.**

9 **3. Employees shall move or remain on Exhibit B as follows:**

10 a. Catch-up step movements: All employees who are on a step or receiving
11 a basic rate of pay lower than warranted by their cumulative years of service as provided in
12 Paragraph K. Step Movements of Article 54, Compensation Adjustments, shall move to the next
13 higher step in their salary range on the employee's police service anniversary date.

14 b. Service step movements: All employees who complete the cumulative
15 years of service required for the next higher step in the pay range as provided in the pertinent
16 compensation adjustment provisions shall move to such step on the employee's police service
17 anniversary date provided that employees did not receive a step movement in accordance with
18 A.3.a above.

19 c. All other employees who are on or beyond their appropriate step based
20 on their cumulative years of service shall remain at their respective step or rate.

21 d. Employees shall receive no more than one step movement under A.3.a or
22 A.3.b from July 1, 2025 to June 30, 2026.

23

1 **B. Subject to the approval of the respective legislative bodies and effective July 1,**
2 **2026:**

3 1. The salary schedule designated as Exhibit B shall be amended to reflect a five
4 percent (5.00%) salary adjustment and such schedule shall be redesignated as Exhibit C.

5 2. Employees on the salary schedule designated as Exhibit B as of June 30, 2026
6 shall be placed on the corresponding pay range and step of Exhibit C.

7 3. Employees shall move or remain on Exhibit C as follows:

8 a. Catch-up step movements: All employees who are on a step or receiving
9 a basic rate of pay lower than warranted by their cumulative years of service as provided in
10 Paragraph K. Step Movements of Article 54, Compensation Adjustments, shall move to the next
11 higher step in their salary range on the employee's police service anniversary date.

12 b. Service step movements: All employees who complete the cumulative
13 years of service required for the next higher step in the pay range as provided in the pertinent
14 compensation adjustment provisions shall move to such step on the employee's police service
15 anniversary date provided that employees did not receive a step movement in accordance with
16 B.3.a above.

17 c. All other employees who are on or beyond their appropriate step based
18 on their cumulative years of service shall remain at their respective step or rate.

19 d. Employees shall receive no more than one step movement under B.3.a or
20 B.3.b from July 1, 2026 to June 30, 2027.

21 e. Employees on salary ranges PO 7 to PO 15 on June 30, 2026, shall
22 receive a one-time lump sum retention bonus of one thousand eight hundred dollars
23 (\$1,800.00).

24

1 **C. Subject to the approval of the respective legislative bodies and effective July 1,**
2 **2027:**

3 1. The salary schedule designated as Exhibit C shall be amended to reflect five
4 percent (5.00%) salary adjustment and such schedule shall be redesignated as Exhibit D.

5 2. Employees on the salary schedule designated as Exhibit C as of June 30, 2027
6 shall be placed on the corresponding pay range and step of Exhibit D.

7 3. Employees shall move or remain on Exhibit D as follows:

8 a. Catch-up step movements: All employees who are on a step or receiving
9 a basic rate of pay lower than warranted by their cumulative years of service as provided in
10 Paragraph K. Step Movements of Article 54, Compensation Adjustments, shall move to the next
11 higher step in their salary range on the employee's police service anniversary date.

12 b. Service step movements: All employees who complete the cumulative
13 years of service required for the next higher step in the pay range as provided in the pertinent
14 compensation adjustment provisions shall move to such step on the employee's police service
15 anniversary date provided that employees did not receive a step movement in accordance with
16 C.3.a above.

17 c. All other employees who are on or beyond their appropriate step based
18 on their cumulative years of service shall remain at their respective step or rate.

19 d. Employees shall receive no more than one step movement under C.3.a or
20 C.3.b from July 1, 2027 to June 30, 2028.

21 **D. Subject to the approval of the respective legislative bodies and effective July 1,**
22 **2028:**

23 1. The salary schedule designated as Exhibit D shall be amended to reflect a five
24 percent (5.00%) salary adjustment and such schedule shall be redesignated as Exhibit E.

25 2. Employees on the salary schedule designated as Exhibit D as of June 30, 2028
26 shall be placed on the corresponding pay range and step of Exhibit E.

1 **3.** Employees shall move or remain on Exhibit E as follows:

2 a. Catch-up step movements: All employees who are on a step or receiving
3 a basic rate of pay lower than warranted by their cumulative years of service as provided in
4 Paragraph K. Step Movements of Article 54, Compensation Adjustments, shall move to the next
5 higher step in their salary range on the employee's police service anniversary date.

6 b. Service step movements: All employees who complete the cumulative
7 years of service required for the next higher step in the pay range as provided in the pertinent
8 compensation adjustment provisions shall move to such step on the employee's police service
9 anniversary date provided that employees did not receive a step movement in accordance with
10 D.3.a above.

11 c. All other employees who are on or beyond their appropriate step based
12 on their cumulative years of service shall remain at their respective step or rate.

13 d. Employees shall receive no more than one step movement under D.3.a or
14 D.3.b from July 1, 2028 to June 30, 2029.

15 E. The term "service" as it is used in this article relating to step movements shall be defined
16 as provided in Article 54, Compensation Adjustments.

Bargaining Unit 12
TENTATIVE AGREEMENT
Employer _____
Union PC
Date July 20, 2025

1 *Delete existing language in its entirety and replace with the following:*

2

3 **ARTICLE 36. DURATION OF AGREEMENT**

4

5 **A. Except as otherwise contained herein, the Agreement shall be effective**
6 **July 1, 2025, and shall remain in full force and effect to and including June 30, 2029.**
7 **It shall be renewed thereafter with respect to the subject matter covered, in**
8 **accordance with statutes, unless either party gives written notice to the other party**
9 **of its desire to amend, modify or terminate the Agreement and such written notice**
10 **is given between June 1, 2028 and October 1, 2028, inclusive. When any such**
11 **notice is given, negotiations for a new agreement shall commence as soon as**
12 **practicable thereafter.**

13 **B. During the term of this Agreement, the parties shall meet to bargain in good**
14 **faith on the Employer EUTF contributions for the plan years 2027-2028 and**
15 **2028-2029 by giving written notice to the other party of its intent to reopen by**
16 **January 31, 2027. In the event the parties reach agreement on the Employer's**
17 **contribution to EUTF, such amended article shall be effective no earlier than**
18 **July 1, 2027, and shall remain in effect to and including June 30, 2029. This article**
19 **shall be negotiated pursuant to Section 89-10, HRS and Section 89-11, HRS.**

ARTICLE 49

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

Delete the existing language in this Article in its entirety and replace with the following:

A. "Health Benefit Plan" shall mean the medical PPO, HMO, prescription drug, dental, vision and dual coverage medical plans.

B. Effective July 1, 2025

Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised Statutes, the Employer shall pay monthly contributions which include the cost of any Hawaii Employer-Union Health Benefits Trust Fund (Trust Fund) administrative fees to the Trust Fund effective July 1, 2025, not to exceed the monthly contribution amounts as specified below:

1. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefits plans:

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER MONTHLY CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical, drug & chiro)</u>	<u>\$534.36</u>
b. <u>Dental</u>	<u>\$ 24.22</u>
c. <u>Vision</u>	<u>\$ 2.52</u>
d. <u>Dual coverage (medical & drug)</u>	<u>\$ 21.58</u>

1 The Employer shall pay the same monthly contribution for each
2 member enrolled in a self only medical plan (PPO or HMO), regardless of which
3 plan is chosen; provided that the dollar amount contributed by the Employer shall
4 not cause the employer share to exceed 90% of the total premium.

5
6 2. For each Employee-Beneficiary with one dependent-beneficiary
7 enrolled in the following Trust Fund health benefit plans:

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER</u>
	<u>MONTHLY CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical, drug & chiro)</u>	<u>\$1,297.92</u>
b. <u>Dental</u>	<u>\$ 48.46</u>
c. <u>Vision</u>	<u>\$ 4.68</u>
d. <u>Dual coverage (medical & drug)</u>	<u>\$ 38.50</u>

16
17 The Employer shall pay the same monthly contribution for each member
18 enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is
19 chosen; provided that the dollar amount contributed by the Employer shall not
20 cause the employer share to exceed 90% of the total premium.

21
22 3. For each Employee-Beneficiary with two or more dependent-
23 beneficiaries enrolled in the following Trust Fund health benefit plans:

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER</u>
	<u>MONTHLY CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical, drug & chiro)</u>	<u>\$1,654.70</u>

1	<u>b. Dental</u>	<u>\$ 72.70</u>
2	<u>c. Vision</u>	<u>\$ 6.12</u>
3	<u>d. Dual coverage (medical & drug)</u>	<u>\$ 41.70</u>

4

5 The Employer shall pay the same monthly contribution for each member
6 enrolled in a family medical plan (PPO or HMO), regardless of which plan is
7 chosen; provided that the dollar amount contributed by the Employer shall not
8 cause the employer share to exceed 90% of the total premium.

9

10 4. For each Employee-Beneficiary enrolled in the Trust Fund group life
11 insurance plan, the Employer shall pay \$4.12 per month which reflects one
12 hundred percent (100%) of the monthly premium and any administrative fees.

13

14 C. Effective July 1, 2026

15

16 Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised
17 Statutes, effective July 1, 2026 for plan year 2026-2027, with the exception of
18 items C1d., C2d., C3d., and C4., which shall be as described below, the Employer
19 shall pay a specific dollar amount equivalent to sixty percent (60%) of the final
20 premium rates established by the Trust Fund Board for the respective health
21 benefit plan, plus sixty percent (60%) of any administrative fees.

22

23 1. The amounts paid by the Employer shall be based on the plan year
24 2026-2027 final monthly premium rates established by the Trust Fund for each
25 Employee-Beneficiary with no dependent-beneficiaries enrolled in the following
26 Trust Fund health benefit plans:

27

28 BENEFIT PLAN

1 a. Dental

2 b. Vision

3 c. Dual coverage (medical & drug)

4 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall
5 pay the same monthly contribution for each member enrolled in a self only
6 medical plan, regardless of which plan is chosen. The amount shall be based on
7 60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),
8 provided that the dollar amount contributed by the Employer shall not cause the
9 employer share to exceed 90% of the total premium.

10
11 2. The amounts paid by the Employer shall be based on the plan year
12 2026-2027 final monthly premium rates established by the Trust Fund for each
13 Employee-Beneficiary with one dependent-beneficiary enrolled in the following
14 Trust Fund health benefit plans:

15
16 BENEFIT PLAN

17 a. Dental

18 b. Vision

19 c. Dual coverage (medical & drug)

20 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall
21 pay the same monthly contribution for each member enrolled in a two-party
22 medical plan, regardless of which plan is chosen. The amount shall be based on
23 60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),
24 provided that the dollar amount contributed by the Employer shall not cause the
25 employer share to exceed 90% of the total premium.

26
27 3. The amounts paid by the Employer shall be based on the plan year
28 2026-2027 final monthly premium rates established by the Trust Fund for each

1 Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the
2 following Trust Fund health benefit plans:

3
4 **BENEFIT PLAN**

5 **a. Dental**

6 **b. Vision**

7 **c. Dual coverage (medical & drug)**

8 **d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall**
9 **pay the same monthly contribution for each member enrolled in a family medical**
10 **plan, regardless of which plan is chosen. The amount shall be based on 60% of**
11 **the total premium of the HMSA 80-20 medical plan (with drug & chiro), provided**
12 **that the dollar amount contributed by the Employer shall not cause the employer**
13 **share to exceed 90% of the total premium.**

14
15 **4. For each Employee-Beneficiary enrolled in the Trust Fund group life**
16 **insurance plan, the Employer shall pay one hundred percent (100%) of the**
17 **monthly premium and any administrative fees.**

18
19 **D. No later than three (3) weeks after the Trust Fund Board formally**
20 **establishes and adopts the final premium rates for Fiscal Year 2026 – 2027, the**
21 **Office of Collective Bargaining shall distribute the final calculation of the**
22 **Employers' monthly contribution amounts for each health benefit plan.**

23
24 **E. Payment for Plans Eliminated or Abolished. The Employer shall**
25 **make no payments for any and all premiums for any portion or part of a Trust**
26 **Fund health benefit plan that the Trust Fund Board eliminates or abolishes.**
27

1 **F. Rounding Employer's Monthly Contribution. Whenever the**
2 **Employer's monthly contribution (premium plus administrative fee) to the Trust**
3 **Fund is less than one hundred percent (100%) of the monthly premium amount,**
4 **such monthly contribution shall be rounded to the nearest cent as provided**
5 **below:**

6
7 **1. When rounding to the nearest cent results in an even amount, such**
8 **even amount shall be the Employer's monthly contribution. For example:**

9
10 **(a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)**

11 **(b) \$11.382 = \$11.38 = \$11.38 (Employer's monthly contribution)**

12
13 **2. When rounding to the nearest cent results in an odd amount, round**
14 **to the lower even cent, and such even amount shall be the Employer's monthly**
15 **contribution. For example:**

16 **(a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)**

17 **(b) \$11.386 = \$11.39 = \$11.38 (Employer's monthly contribution)**

18
19
20 **All employer contributions effective July 1, 2026 reflect the rounding**
21 **described in item F. Employer contributions effective July 1, 2026 shall be**
22 **rounded as described in Item F. after the Trust Fund Board formally establishes**
23 **and adopts the final premium rates for Fiscal Year 2026-2027.**

24
25 **G. If an agreement covering periods beyond the term of this Agreement**
26 **is not executed by June 30, 2027, Employer contributions to the Trust Fund shall**
27 **be the same monthly contribution amounts paid in plan year 2026-2027 for the**
28 **Health Benefit Plan approved by the Trust Fund including any monthly**
29 **administrative fees.**