

1 **ARTICLE 3. DUES, SERVICE FEES AND DEDUCTIONS**

- 2
- 3 **A. Deduction of Member Fees** - The Employer agrees, upon written authorization of
4 an employee, to deduct membership dues, initiation fees, and fees for Union benefits in
5 amounts certified by the Union to be current from the payroll of any present or future
6 employee who is a member of the Union and to deduct other employee authorized and
7 Employer approved assignments.
- 8 ~~[B. Deduction of Service Fees - The Employer agrees to deduct from the payroll of
9 any present or future employee a service fee as required by law.]~~
- 10 **[C]B. Collection of Fees** - Such deductions shall be collected twice a month by the
11 Employer and transmitted to the Union by check drawn to the order of the Union no later
12 than the 15th day of the following month. Upon the issue of such check and transmission
13 of same to the Union, all responsibility on the part of the Employer shall cease with respect
14 to any amount so deducted. The Employer shall not be bound in any manner to see to
15 the application of the proceeds of any such check, nor to investigate the authority of any
16 designated officer of the Union to sign any certification, to accept any such check, or to
17 collect the same. The Union hereby undertakes to indemnify and hold blameless the
18 Employer from any claim that may be made upon it for or on account of any such
19 deduction from the wages of any employee.
- 20 **[D]C. Insufficient Earnings** - Whenever an employee does not receive earnings during
21 any payroll period sufficient to cover the employee's dues and/or service fee, the
22 Employer shall not make such deductions which become past due, provided that upon
23 reinstatement, after disciplinary action such as suspension or dismissal, the Employer,
24 with employee authorization, shall make reasonable arrangements in order that the
25 employee becomes current with all dues or service fees in arrears.
- 26 **[E]D. Employee List** - The Employer shall maintain lists of bargaining unit employees
27 showing Union deductions and service fee deductions. The lists shall be transmitted
28 monthly to the Union without cost on a form supplied by the Employer.
- 29 **[F]E. New Employees** - The Employer shall furnish the Union each month the names
30 and position titles of all employees hired during the prior month.

Bargaining Unit 12
TENTATIVE AGREEMENT
Employer *William M. Moulton*
Union *N. S. S. Local 1185*
Date DEC. 3, 2025

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.

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

ARTICLE 49

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

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

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

B. Effective July 1, 2025

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

20	<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER</u>
21		<u>MONTHLY CONTRIBUTION</u>
22		
23	a. <u>Medical (PPO or HMO) (medical, drug & chiro)</u>	<u>\$534.36</u>
24	b. <u>Dental</u>	<u>\$ 24.22</u>
25	c. <u>Vision</u>	<u>\$ 2.52</u>
26	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>

11
12 The Employer shall pay the same monthly contribution for each member
13 enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is
14 chosen; provided that the dollar amount contributed by the Employer shall not
15 cause the employer share to exceed 90% of the total premium.

16
17 3. For each Employee-Beneficiary with two or more dependent-
18 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	b. Dental	\$ 72.70
2	c. Vision	\$ 6.12
3	d. Dual coverage (medical & drug)	\$ 41.70

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

17 (a) $\$11.392 = \$11.39 = \$11.38$ (Employer's monthly contribution)
18 (b) $\$11.386 = \$11.39 = \$11.38$ (Employer's monthly contribution)

19

20 All employer contributions effective July 1, 2025 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.