

EXECUTIVE ORDER NO. 25-06
(EMCP Employees Excluded from Bargaining Units 2, 4, 9, 10, and 13)

WHEREAS, under chapter 89C of the Hawaii Revised Statutes (HRS), the Governor is granted the authority to make adjustments to the wages, hours, benefits, and other terms and conditions of employment for elected and appointed officials, and employees in the executive branch who are excluded from collective bargaining coverage; and

WHEREAS, for excluded employees who are civil service employees under the same classification systems as employees within collective bargaining units, HRS chapter 89C requires that the adjustments be “not less than” those provided under the collective bargaining agreements for employees hired on a comparable basis; and

WHEREAS, HRS chapter 89C also requires that the adjustments for excluded civil service employees result in compensation and benefit packages that are “at least equal to” the compensation and benefit packages provided under collective bargaining agreements for counterparts and subordinates within the Employer’s jurisdiction; and

WHEREAS, the State, Judiciary, Hawai‘i Health Systems Corporation, and the City and County of Honolulu, have entered into tentative agreements with the United Public Workers (UPW), as the exclusive representative for Bargaining Unit 10 for the collective bargaining agreement covering July 1, 2025 through June 30, 2029; and which terms and conditions have been accepted and ratified by the respective bargaining unit; and

WHEREAS, the State, Judiciary, Hawai‘i Health Systems Corporation, City and County of Honolulu, and counties of Hawai‘i, Maui and Kauai have entered into

tentative agreements with the Hawaii Government Employees Association (HGEA), as the exclusive representative for Bargaining Units (BUs) 2, 4, 9, and 13 for the collective bargaining agreement covering July 1, 2025 through June 30, 2029; and which terms and conditions have been accepted and ratified by the respective bargaining units; and

WHEREAS, consistent with the agreed-upon terms and conditions, the Director of Human Resources Development has recommended to the Governor the adjustments specified in this executive order for Excluded Managerial Compensation Plan (EMCP) employees within the executive branch who are excluded from BUs 2, 4, 9, 10, and 13.

NOW, THEREFORE, I, Josh Green, M.D., Governor of Hawai'i, pursuant to my executive authority under articles V and VII of the Constitution of the State of Hawai'i, the provisions of chapters 37 and 89C of the Hawaii Revised Statutes, and all other applicable authority, do hereby order effective July 1, 2025 through June 30, 2029, the adjustments on Attachment A for EMCP employees excluded from BUs 2, 4, 9, 10, and 13.

IT IS FURTHER ORDERED that this executive order does not apply to: (1) employees of public charter schools, the Department of Education and the University of Hawai'i; (2) 89-day non-civil service appointments; and (3) those executive branch employees whom I later determine shall not receive the aforementioned adjustments; and

IT IS FURTHER ORDERED that this executive order is not intended to create, and does not create, any rights or benefits, whether substantive or procedural,

or enforceable at law or in equity, against the State of Hawai'i or its agencies, departments, entities, employees, or any other person; and

IT IS FURTHER ORDERED that these provisions are subject to amendment by executive order.

The Director of Human Resources Development shall be responsible for the uniform administration of this executive order and is authorized to make any interpretations concerning the applicability of these adjustments to the employees of the State government executive branch who are excluded from collective bargaining coverage.

DONE at the State Capitol, Honolulu,
State of Hawai'i, this 25th day of
June, 2025.



JOSH GREEN, M.D.
Governor

APPROVED AS TO FORM:

Anne E. Lopez

ANNE E. LOPEZ
Attorney General

SALARIES

Excluded Managerial Compensation Plan (EMCP)

Applicable to EMCP employees excluded from BUs 2, 4, 9, 10, and 13; except Licensed Health Care Professionals (LHCP) in BU 13

1. The salary schedule in effect on June 30, 2025 shall be designated as Exhibit 1.
2. For EMCP excluded from BU 9 only: The higher of the BU 32 (BU 9 EMCP) minimum and maximum rates or the BU 9 minimum and maximum rates on the equivalent salary range shall be utilized.
3. Subject to the approval of the respective legislative bodies and effective July 1, 2025:
 - a. The salary schedule designated as Exhibit 1 shall be replaced with the salary schedule in Exhibit 2.
 - b. Employees who are employed as of June 30, 2025, shall receive a three and one-half percent (3.5%) increase to their basic rate of pay.
4. Subject to the approval of the respective legislative bodies and effective July 1, 2026:
 - a. The salary schedule designated as Exhibit 2 shall be replaced with the salary schedule in Exhibit 3.
 - b. Employees who are employed as of June 30, 2026, shall receive a three and seventy-nine one-hundredths percent (3.79%) increase to their basic rate of pay.
5. Subject to the approval of the respective legislative bodies and effective July 1, 2027:
 - a. The salary schedule designated as Exhibit 3 shall be replaced with the salary schedule in Exhibit 4.
 - b. Employees who are employed as of June 30, 2027, shall receive a four percent (4%) increase to their basic rate of pay.
6. Subject to the approval of the respective legislative bodies and effective July 1, 2028:

- a. The salary schedule designated as Exhibit 4 shall be replaced with the salary schedule in Exhibit 5.
- b. Employees who are employed as of June 30, 2028, shall receive a four percent (4%) increase to their basic rate of pay.

Applicable to EMCP employees excluded from BU 13 in LHCP

- 1. The salary schedule in effect on June 30, 2025 shall be designated as Exhibit 6.
- 2. Subject to the approval of the respective legislative bodies and effective July 1, 2025:
 - a. The salary schedule designated as Exhibit 6 shall be replaced with the salary schedule in Exhibit 7.
 - b. Employees who are employed as of June 30, 2025, shall receive a three and one-half percent (3.5%) increase to their basic rate of pay.
- 3. Subject to the approval of the respective legislative bodies and effective July 1, 2026:
 - a. The salary schedule designated as Exhibit 7 shall be replaced with the salary schedule in Exhibit 8.
 - b. Employees who are employed as of June 30, 2026, shall receive a three and seventy-nine one-hundredths percent (3.79%) increase to their basic rate of pay.
- 4. Subject to the approval of the respective legislative bodies and effective July 1, 2027:
 - a. The salary schedule designated as Exhibit 8 shall be replaced with the salary schedule in Exhibit 9.
 - b. Employees who are employed as of June 30, 2027, shall receive a four percent (4%) increase to their basic rate of pay.
- 5. Subject to the approval of the respective legislative bodies and effective July 1, 2028:
 - a. The salary schedule designated as Exhibit 9 shall be replaced with the salary schedule in Exhibit 10.
 - b. Employees who are employed as of June 30, 2028, shall receive a four percent (4%) increase to their basic rate of pay.

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 30, 31, 32, 33, 34, 35, 37 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	90,240	144,372	EM 07	Annual	120,900	193,488
	Monthly	7,520	12,031		Monthly	10,075	16,124
	8 hour	347.04	555.28		8 hour	465.04	744.16
	Hourly	43.38	69.41		Hourly	58.13	93.02
EM 02	Annual	94,680	151,632	EM 08	Annual	126,936	203,196
	Monthly	7,890	12,636		Monthly	10,578	16,933
	8 hour	364.16	583.20		8 hour	488.24	781.52
	Hourly	45.52	72.90		Hourly	61.03	97.69
EM 03	Annual	99,468	159,192	ES 01	Annual	130,788	209,256
	Monthly	8,289	13,266		Monthly	10,899	17,438
	8 hour	382.56	612.24		8 hour	503.04	804.80
	Hourly	47.82	76.53		Hourly	62.88	100.60
EM 04	Annual	104,448	167,124	ES 02	Annual	134,676	215,508
	Monthly	8,704	13,927		Monthly	11,223	17,959
	8 hour	401.76	642.80		8 hour	518.00	828.88
	Hourly	50.22	80.35		Hourly	64.75	103.61
EM 05	Annual	109,704	175,500	ES 03	Annual	138,756	222,012
	Monthly	9,142	14,625		Monthly	11,563	18,501
	8 hour	421.92	675.04		8 hour	533.68	853.92
	Hourly	52.74	84.38		Hourly	66.71	106.74
EM 06	Annual	115,140	182,964				
	Monthly	9,595	15,247				
	8 hour	442.88	703.68				
	Hourly	55.36	87.96				

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DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2025

Bargaining Unit: 30, 31, 32, 33, 35 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	93,396	149,424	EM 07	Annual	125,136	200,256
	Monthly	7,783	12,452		Monthly	10,428	16,688
	8 hour	359.20	574.72		8 hour	481.28	770.24
	Hourly	44.90	71.84		Hourly	60.16	96.28
EM 02	Annual	97,992	156,936	EM 08	Annual	131,376	210,312
	Monthly	8,166	13,078		Monthly	10,948	17,526
	8 hour	376.88	603.60		8 hour	505.28	808.88
	Hourly	47.11	75.45		Hourly	63.16	101.11
EM 03	Annual	102,948	164,760	ES 01	Annual	135,360	216,576
	Monthly	8,579	13,730		Monthly	11,280	18,048
	8 hour	395.92	633.68		8 hour	520.64	832.96
	Hourly	49.49	79.21		Hourly	65.08	104.12
EM 04	Annual	108,108	172,968	ES 02	Annual	139,392	223,056
	Monthly	9,009	14,414		Monthly	11,616	18,588
	8 hour	415.84	665.28		8 hour	536.16	857.92
	Hourly	51.98	83.16		Hourly	67.02	107.24
EM 05	Annual	113,544	181,644	ES 03	Annual	143,616	229,788
	Monthly	9,462	15,137		Monthly	11,968	19,149
	8 hour	436.72	698.64		8 hour	552.40	883.84
	Hourly	54.59	87.33		Hourly	69.05	110.48
EM 06	Annual	119,172	189,372				
	Monthly	9,931	15,781				
	8 hour	458.32	728.32				
	Hourly	57.29	91.04				

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DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2026

Bargaining Unit: 30, 31, 32, 33, 35 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	96,936	155,088	EM 07	Annual	129,876	207,840
	Monthly	8,078	12,924		Monthly	10,823	17,320
	8 hour	372.80	596.48		8 hour	499.52	799.36
	Hourly	46.60	74.56		Hourly	62.44	99.92
EM 02	Annual	101,700	162,888	EM 08	Annual	136,356	218,280
	Monthly	8,475	13,574		Monthly	11,363	18,190
	8 hour	391.12	626.48		8 hour	524.48	839.52
	Hourly	48.89	78.31		Hourly	65.56	104.94
EM 03	Annual	106,848	171,000	ES 01	Annual	140,496	224,784
	Monthly	8,904	14,250		Monthly	11,708	18,732
	8 hour	410.96	657.68		8 hour	540.40	864.56
	Hourly	51.37	82.21		Hourly	67.55	108.07
EM 04	Annual	112,200	179,520	ES 02	Annual	144,672	231,504
	Monthly	9,350	14,960		Monthly	12,056	19,292
	8 hour	431.52	690.48		8 hour	556.40	890.40
	Hourly	53.94	86.31		Hourly	69.55	111.30
EM 05	Annual	117,852	188,532	ES 03	Annual	149,064	238,500
	Monthly	9,821	15,711		Monthly	12,422	19,875
	8 hour	453.28	725.12		8 hour	573.36	917.28
	Hourly	56.66	90.64		Hourly	71.67	114.66
EM 06	Annual	123,684	196,548				
	Monthly	10,307	16,379				
	8 hour	475.68	755.92				
	Hourly	59.46	94.49				

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DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2027

Bargaining Unit: 30, 31, 32, 33, 35 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	100,812	161,292	EM 07	Annual	135,072	216,156
	Monthly	8,401	13,441		Monthly	11,256	18,013
	8 hour	387.76	620.32		8 hour	519.52	831.36
	Hourly	48.47	77.54		Hourly	64.94	103.92
EM 02	Annual	105,768	169,404	EM 08	Annual	141,816	227,016
	Monthly	8,814	14,117		Monthly	11,818	18,918
	8 hour	406.80	651.52		8 hour	545.44	873.12
	Hourly	50.85	81.44		Hourly	68.18	109.14
EM 03	Annual	111,120	177,840	ES 01	Annual	146,112	233,772
	Monthly	9,260	14,820		Monthly	12,176	19,481
	8 hour	427.36	684.00		8 hour	562.00	899.12
	Hourly	53.42	85.50		Hourly	70.25	112.39
EM 04	Annual	116,688	186,696	ES 02	Annual	150,456	240,768
	Monthly	9,724	15,558		Monthly	12,538	20,064
	8 hour	448.80	718.08		8 hour	578.64	926.00
	Hourly	56.10	89.76		Hourly	72.33	115.75
EM 05	Annual	122,568	196,068	ES 03	Annual	155,028	248,040
	Monthly	10,214	16,339		Monthly	12,919	20,670
	8 hour	471.44	754.08		8 hour	596.24	954.00
	Hourly	58.93	94.26		Hourly	74.53	119.25
EM 06	Annual	128,628	204,408				
	Monthly	10,719	17,034				
	8 hour	494.72	786.16				
	Hourly	61.84	98.27				

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DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2028

Bargaining Unit: 30, 31, 32, 33, 35 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	104,844	167,748	EM 07	Annual	140,472	224,808
	Monthly	8,737	13,979		Monthly	11,706	18,734
	8 hour	403.28	645.20		8 hour	540.24	864.64
	Hourly	50.41	80.65		Hourly	67.53	108.08
EM 02	Annual	110,004	176,184	EM 08	Annual	147,492	236,100
	Monthly	9,167	14,682		Monthly	12,291	19,675
	8 hour	423.12	677.60		8 hour	567.28	908.08
	Hourly	52.89	84.70		Hourly	70.91	113.51
EM 03	Annual	115,560	184,956	ES 01	Annual	151,956	243,120
	Monthly	9,630	15,413		Monthly	12,663	20,260
	8 hour	444.48	711.36		8 hour	584.48	935.04
	Hourly	55.56	88.92		Hourly	73.06	116.88
EM 04	Annual	121,356	194,160	ES 02	Annual	156,480	250,404
	Monthly	10,113	16,180		Monthly	13,040	20,867
	8 hour	466.72	746.80		8 hour	601.84	963.12
	Hourly	58.34	93.35		Hourly	75.23	120.39
EM 05	Annual	127,476	203,916	ES 03	Annual	161,232	257,964
	Monthly	10,623	16,993		Monthly	13,436	21,497
	8 hour	490.32	784.32		8 hour	620.16	992.16
	Hourly	61.29	98.04		Hourly	77.52	124.02
EM 06	Annual	133,776	212,580				
	Monthly	11,148	17,715				
	8 hour	514.56	817.60				
	Hourly	64.32	102.20				

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 6

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	76,800	183,768
	Monthly	6,400	15,314
	8 hour	295.36	706.80
	Hourly	36.92	88.35
LHA2	Annual	86,376	183,768
	Monthly	7,198	15,314
	8 hour	332.24	706.8
	Hourly	41.53	88.35

Zone B - Dentist

		Min	Max
LHB1	Annual	98,460	266,328
	Monthly	8,205	22,194
	8 hour	378.72	1024.32
	Hourly	47.34	128.04
LHB2 (EMCP)	Annual	113,220	266,328
	Monthly	9,435	22,194
	8 hour	435.44	1024.32
	Hourly	54.43	128.04

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	132,828	359,328
	Monthly	11,069	29,944
	8 hour	510.88	1,382.00
	Hourly	63.86	172.75
LHC2 (EMCP)	Annual	152,748	359,328
	Monthly	12,729	29,944
	8 hour	587.52	1,382.00
	Hourly	73.44	172.75

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	228,432	359,328
	Monthly	19,036	29,944
	8 hour	878.56	1,382.00
	Hourly	109.82	172.75
LHC4	Annual	262,704	359,328
	Monthly	21,892	29,944
	8 hour	1010.40	1,382.00
	Hourly	126.30	172.75

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 7

Effective Date: 07/01/2025

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	78,432	187,668
	Monthly	6,536	15,639
	8 hour	301.68	721.84
	Hourly	37.71	90.23
LHA2	Annual	88,212	187,668
	Monthly	7,351	15,639
	8 hour	339.28	721.84
	Hourly	42.41	90.23

Zone B - Dentist

		Min	Max
LHB1	Annual	100,548	271,980
	Monthly	8,379	22,665
	8 hour	386.72	1046.08
	Hourly	48.34	130.76
LHB2 (EMCP)	Annual	117,180	275,652
	Monthly	9,765	22,971
	8 hour	450.72	1060.24
	Hourly	56.34	132.53

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	135,648	366,948
	Monthly	11,304	30,579
	8 hour	521.76	1,411.36
	Hourly	65.22	176.42
LHC2 (EMCP)	Annual	158,100	371,904
	Monthly	13,175	30,992
	8 hour	608.08	1,430.40
	Hourly	76.01	178.8

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	233,280	366,948
	Monthly	19,440	30,579
	8 hour	897.20	1,411.36
	Hourly	112.15	176.42
LHC4	Annual	268,272	366,948
	Monthly	22,356	30,579
	8 hour	1031.84	1,411.36
	Hourly	128.98	176.42

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 8

Effective Date: 07/01/2026

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	80,748	193,200
	Monthly	6,729	16,100
	8 hour	310.56	743.04
	Hourly	38.82	92.88
LHA2	Annual	90,816	193,200
	Monthly	7,568	16,100
	8 hour	349.28	743.04
	Hourly	43.66	92.88

Zone B - Dentist

		Min	Max
LHB1	Annual	103,512	280,008
	Monthly	8,626	23,334
	8 hour	398.16	1076.96
	Hourly	49.77	134.62
LHB2 (EMCP)	Annual	121,620	286,104
	Monthly	10,135	23,842
	8 hour	467.76	1100.4
	Hourly	58.47	137.55

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	139,644	377,772
	Monthly	11,637	31,481
	8 hour	537.12	1,452.96
	Hourly	67.14	181.62
LHC2 (EMCP)	Annual	164,088	386,004
	Monthly	13,674	32,167
	8 hour	631.12	1,484.64
	Hourly	78.89	185.58

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	240,156	377,772
	Monthly	20,013	31,481
	8 hour	923.68	1,452.96
	Hourly	115.46	181.62
LHC4	Annual	276,192	377,772
	Monthly	23,016	31,481
	8 hour	1062.24	1,452.96
	Hourly	132.78	181.62

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 9

Effective Date: 07/01/2027

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	82,980	198,552
	Monthly	6,915	16,546
	8 hour	319.12	763.68
	Hourly	39.89	95.46
LHA2	Annual	93,336	198,552
	Monthly	7,778	16,546
	8 hour	358.96	763.68
	Hourly	44.87	95.46

Zone B - Dentist

		Min	Max
LHB1	Annual	106,380	287,760
	Monthly	8,865	23,980
	8 hour	409.12	1106.80
	Hourly	51.14	138.35
LHB2 (EMCP)	Annual	126,480	297,552
	Monthly	10,540	24,796
	8 hour	486.48	1144.4
	Hourly	60.81	143.05

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	143,508	388,236
	Monthly	11,959	32,353
	8 hour	551.92	1,493.20
	Hourly	68.99	186.65
LHC2 (EMCP)	Annual	170,652	401,448
	Monthly	14,221	33,454
	8 hour	656.32	1,544.00
	Hourly	82.04	193

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	246,804	388,236
	Monthly	20,567	32,353
	8 hour	949.28	1,493.20
	Hourly	118.66	186.65
LHC4	Annual	283,848	388,236
	Monthly	23,654	32,353
	8 hour	1091.76	1,493.20
	Hourly	136.47	186.65

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Exhibit 10

Effective Date: 07/01/2028

Bargaining Unit: 13 Professional and Scientific Employees
35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	85,608	204,852
	Monthly	7,134	17,071
	8 hour	329.28	787.92
	Hourly	41.16	98.49
LHA2	Annual	96,300	204,852
	Monthly	8,025	17,071
	8 hour	370.40	787.92
	Hourly	46.30	98.49

Zone B - Dentist

		Min	Max
LHB1	Annual	109,752	296,880
	Monthly	9,146	24,740
	8 hour	422.16	1141.84
	Hourly	52.77	142.73
LHB2 (EMCP)	Annual	131,544	309,456
	Monthly	10,962	25,788
	8 hour	505.92	1190.24
	Hourly	63.24	148.78

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	148,056	400,548
	Monthly	12,338	33,379
	8 hour	569.44	1,540.56
	Hourly	71.18	192.57
LHC2 (EMCP)	Annual	177,480	417,504
	Monthly	14,790	34,792
	8 hour	682.64	1,605.76
	Hourly	85.33	200.72

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	254,628	400,548
	Monthly	21,219	33,379
	8 hour	979.36	1,540.56
	Hourly	122.42	192.57
LHC4	Annual	292,848	400,548
	Monthly	24,404	33,379
	8 hour	1126.32	1,540.56
	Hourly	140.79	192.57

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