

**EXECUTIVE ORDER NO. 26-01**

(Civil Service and Exempt Employees Excluded from Bargaining Units 1 and 10)

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, HRS chapter 89C provides that each appropriate authority shall determine the adjustments that are relevant for their respective excluded employees who are exempt from civil service in consideration of the compensation and benefit packages provided for other employees in comparable agencies; 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 United Public Workers (UPW), as the exclusive representative for Bargaining Units (BUs) 1 and 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 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 civil service and exempt employees within the executive branch who are excluded from BUs 1 and 10.

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 following for civil service and exempt employees excluded from BUs 1 and 10, and Excluded Managerial Compensation Plan (EMCP) employees excluded from BU 10.

A. Wages

1. Adjustments for non-EMCP civil service and exempt employees excluded from BU 1 ([Attachment A](#)).
2. Adjustments for non-EMCP civil service and exempt employees excluded from BU 10 ([Attachment B](#)). Salary schedules for BU 10 excluded civil service positions ([Exhibits 1 – 5](#)).

B. Meal Allowance

1. This adjustment is applicable to civil service and exempt employees excluded from BU 1 ([Attachment C](#)).
2. This adjustment is applicable to civil service and exempt employees excluded from BU 10 and EMCP employees excluded from BU 10 ([Attachment D](#)).

C. Holidays

1. This adjustment is applicable to civil service and exempt employees excluded from BU 1 ([Attachment E](#)).
2. This adjustment is applicable to civil service and exempt employees excluded from BU 10 and EMCP employees excluded from BU 10 ([Attachment F](#)).

D. Leave of Absence for Death in the Family

1. This adjustment is applicable to civil service and exempt employees excluded from BU 1 ([Attachment G](#)).
2. This adjustment is applicable to civil service and exempt employees excluded from BU 10 and EMCP employees excluded from BU 10 ([Attachment H](#)).

E. Working Condition Differential

This adjustment is applicable to civil service and exempt employees excluded from BU 1 ([Attachment I](#)).

F. Benefit Plans – Hawai'i Employer-Union Health Benefits Trust Fund (EUTF)

This adjustment is applicable to civil service and exempt employees excluded from BUs 1 and 10, and EMCP employees excluded from BU 10 ([Attachment J](#)).

G. Duration – EUTF Reopener

1. Adjustments for civil service and exempt employees excluded from BU 1 ([Attachment K](#)).
2. Adjustments for civil service and exempt employees excluded from BU 10 and EMCP employees excluded from BU 10 ([Attachment L](#)).

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 exempt appointments less than or equal to 89 days; and (3) those executive branch employees whom I later determine shall not receive the aforementioned adjustments; and

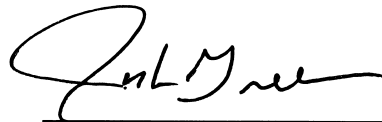
IT IS FURTHER ORDERED that this executive order is not intended to create, and does not create, any rights or benefits, whether substantive or procedural,

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 5<sup>th</sup> day of  
May, 2026.



\_\_\_\_\_  
JOSH GREEN, M.D.  
Governor

APPROVED AS TO FORM:

*Anne E. Lopez*

\_\_\_\_\_  
ANNE E. LOPEZ  
Attorney General

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

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

2

3 **SECTION 23. WAGES.**

4

5 **23.01 The salary schedule in effect on June 30, 2025 shall be designated as**  
6 **Exhibit A.**

7

8 **23.02 SALARY ADJUSTMENTS.**

9 **Subject to the approval of the respective legislative bodies:**

10

11 **23.02 a. Effective July 1, 2025, a three and five tenths percent (3.5%) per**  
12 **month across-the-board salary increase shall be applied to Exhibit A.**  
13 **This new schedule shall be designated as Exhibit B. Each Employee**  
14 **shall be assigned from Exhibit A to the corresponding pay range and**  
15 **step in Exhibit B.**

16

17 **Effective July 1, 2025, Employees not administratively assigned to**  
18 **the salary schedule shall receive a three and five tenths percent**  
19 **(3.5%) per month pay increase.**

20

21 **23.02 b. Effective July 1, 2026, a three and seventy-nine hundredths percent**  
22 **(3.79%) per month across-the-board salary increase shall be applied**  
23 **to Exhibit B. This new schedule shall be designated as Exhibit C.**  
24 **Each Employee shall be assigned from Exhibit B to the**  
25 **corresponding pay range and step in Exhibit C.**

26

1 Effective July 1, 2026, Employees not administratively assigned to  
2 the salary schedule shall receive a three and seventy-nine  
3 hundredths percent (3.79%) per month pay increase.

4  
5 23.02 c. Effective July 1, 2027, a four percent (4%) per month across-the-  
6 board salary increase shall be applied to Exhibit C. This new  
7 schedule shall be designated as Exhibit D. Each Employee shall be  
8 assigned from Exhibit C to the corresponding pay range and step in  
9 Exhibit D.

10  
11 Effective July 1, 2027, Employees not administratively assigned to  
12 the salary schedule shall receive a four percent (4%) per month pay  
13 increase.

14  
15 23.02 d. Effective July 1, 2028, a four percent (4%) per month across-the-  
16 board salary increase shall be applied to Exhibit D. This new  
17 schedule shall be designated as Exhibit E. Each Employee shall be  
18 assigned from Exhibit D to the corresponding pay range and step in  
19 Exhibit E.

20  
21 Effective July 1, 2028, Employees not administratively assigned to  
22 the salary schedule shall receive a four percent (4%) per month pay  
23 increase.

24  
25 23.02 e. Employees receiving a Shortage Differential (SD) at the time of a pay  
26 increase shall retain the differential for salary adjustments in 23.02 a,  
27 b, c and d above. However, nothing herein shall preclude adjustment  
28 of the shortage differential at a later date or preclude elimination of

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**the SD upon termination of the shortage category declaration or movement of an Employee to a class or position without SD.**

**This agreement does not constitute negotiation of shortage rates and the Employer maintains the right to determine these amounts.**

Bargaining Unit 10  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

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

2

3 **SECTION 23. WAGES.**

4

5 **23.01 PREFIX DESIGNATION.**

6 **The pay grades of Institutional, Health, and Correctional salary**  
7 **schedules shall have a prefix designation of AM, CO and HE and**  
8 **designated on three (3) separate salary schedules.**

9

10 **23.02 The Institutional, Health and Correctional salary schedules in effect**  
11 **on June 30, 2025 shall be designated as Exhibit 1, Exhibit 2, and**  
12 **Exhibit 3.**

13

14 **23.03 SALARY ADJUSTMENTS.**

15 **Subject to the approval of the respective legislative bodies:**

16

17 **23.03 a. Effective July 1, 2025, the salary schedule designated as Exhibit 1,**  
18 **Exhibit 2, and Exhibit 3 shall reflect a three and five tenths percent**  
19 **(3.5%) per month across-the-board salary increase and be**  
20 **designated as Exhibit 1-A, Exhibit 2-A, and Exhibit 3-A, respectively.**  
21 **Employees shall then be placed on the corresponding pay range and**  
22 **step of the respective salary schedule.**

23

24 **Effective July 1, 2025, Employees not administratively assigned to**  
25 **the salary schedule shall receive a three and five tenths percent**  
26 **(3.5%) per month increase.**

27

1 **23.03 b.** **Effective July 1, 2026, the salary schedule designated as Exhibit 1-A,**  
2 **Exhibit 2-A, and Exhibit 3-A shall reflect a three and seventy-nine**  
3 **hundredths percent (3.79%) per month across-the-board salary**  
4 **increase and be designated as Exhibit 1-B, Exhibit 2-B, and Exhibit 3-**  
5 **B, respectively. Employees shall then be placed on the**  
6 **corresponding pay range and step of the respective salary schedule.**

7  
8 **Effective July 1, 2026, Employees not administratively assigned to**  
9 **the salary schedule shall receive a three and seventy-nine**  
10 **hundredths percent (3.79%) per month increase.**

11  
12 **23.03 c.** **Effective July 1, 2027, the salary schedule designated as Exhibit 1-B,**  
13 **Exhibit 2-B, and Exhibit 3-B shall reflect a four percent (4%) per**  
14 **month across-the-board salary increase and be designated as**  
15 **Exhibit 1-C, Exhibit 2-C, and Exhibit 3-C, respectively. Employees**  
16 **shall then be placed on the corresponding pay range and step of the**  
17 **respective salary schedule.**

18  
19 **Effective July 1, 2027, Employees not administratively assigned to**  
20 **the salary schedule shall receive a four percent (4%) per month**  
21 **increase.**

22  
23 **23.03 d.** **Effective July 1, 2028, the salary schedule designated as Exhibit 1-C,**  
24 **Exhibit 2-C, and Exhibit 3-C shall reflect a four percent (4%) per**  
25 **month across-the-board salary increase and be designated as**  
26 **Exhibit 1-D, Exhibit 2-D, and Exhibit 3-D, respectively. Employees**  
27 **shall then be placed on the corresponding pay range and step of the**  
28 **respective salary schedule.**

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**Effective July 1, 2028, Employees not administratively assigned to the salary schedule shall receive a four percent (4%) per month increase.**

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

1 **SECTION 34. MEAL ALLOWANCE.**

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3 **34.01 AMOUNT.**

4  
5 **34.01 a.** An Employee who works overtime shall be provided a meal allowance of  
6 [~~six dollars (\$6.00)~~] **eight dollars (\$8.00)** for breakfast, [~~eight dollars~~  
7 [~~(\$8.00)~~] **ten dollars (\$10.00)** for lunch, and [~~ten dollars (\$10.00)~~] **twelve**  
8 **dollars (\$12.00)** for dinner as follows:

9  
10 **34.01 a.1. POST-SHIFT OVERTIME.**

11 An Employee who works overtime after the workday shall be provided a  
12 meal allowance after the completion of two (2) hours of overtime work in  
13 intervals of five (5) hours of overtime work rendered following the first  
14 overtime meal.

15  
16 **34.01 a.2. TWO (2) OR MORE HOURS OF PRE-SHIFT OVERTIME.**

17  
18 **34.01 a.2.a)** An Employee who works two (2) or more hours of pre-shift overtime and  
19 works continuously into the workday shall be provided a meal allowance  
20 for the overtime work and the workday.

21  
22 **34.01 a.2.b)** An Employee shall be provided a meal allowance after the completion of  
23 two (2) hours of overtime work and at intervals of five (5) hours of  
24 continuous work after the first meal period.

25  
26 **34.01 a.3. LESS THAN TWO (2) HOURS OF PRE-SHIFT OVERTIME.**

1 **34.01 a.3.a) LESS THAN TWENTY-FOUR (24) HOURS PRIOR NOTICE.**

2 An Employee who works less than two (2) hours of pre-shift overtime with  
3 less than twenty-four (24) hours prior notice and works continuously into  
4 the workday shall be provided a meal allowance at the beginning of the  
5 workday and for the meal period in the workday.

6  
7 **34.01 a.3.b) TWENTY-FOUR (24) HOURS OR MORE PRIOR NOTICE.**

8 An Employee shall not be entitled to a meal allowance when the  
9 Employee works less than two (2) hours of pre-shift overtime with at least  
10 twenty-four (24) hours prior notice and works continuously into the  
11 workday.

12  
13 **34.01 a.4. OVERTIME DURING OFF-DUTY HOURS, SCHEDULED DAY OFF OR**  
14 **HOLIDAY.**

15  
16 **34.01 a.4.a) LESS THAN TWENTY-FOUR (24) HOURS PRIOR NOTICE.**

17 An Employee who works overtime that is not post-shift or pre-shift  
18 overtime on a day off or a holiday with less than twenty-four (24) hours  
19 prior notice shall be provided a meal allowance after the completion of two  
20 (2) hours of overtime work and at intervals of five (5) hours of continuous  
21 overtime work after the first overtime meal period.

22  
23 **34.01 a.4.b) TWENTY-FOUR (24) HOURS OR MORE PRIOR NOTICE.**

24 An Employee who works overtime that is not post-shift or pre-shift  
25 overtime on a day off or a holiday with at least twenty-four (24) hours prior  
26 notice shall be provided a meal allowance after the completion of ten (10)  
27 hours of overtime work and at intervals of five (5) hours of overtime work  
28 after the first overtime meal period.

1 **34.01 a.5.** **OVERTIME WHILE ON STAND-BY.**

2 An Employee who responds to a call to work as provided in Section 28.  
3 shall be provided a meal allowance upon completion of two (2) hours of  
4 work and at intervals of five (5) hours of continuous work after the first  
5 meal period.

6  
7 **34.02** **PAYMENT.**

8 The Employer shall provide the meal allowance to the Employee within  
9 thirty (30) days (approximately two (2) pay periods) from the date on which  
10 the claim for the allowance is filed with the Employer.

11  
12 **34.03** **DEFINITION.**

13  
14 **34.03 a.** Breakfast shall mean a meal allowed an Employee from 3:00 a.m. to 9:00  
15 a.m.

16  
17 **34.03 b.** Lunch shall mean a meal allowed an Employee after 9:00 a.m. to 3:00  
18 p.m.

19  
20 **34.03 c.** Dinner shall mean a meal allowed an Employee after 3:00 p.m. but before  
21 3:00 a.m.

22  
23 **34.04** **CAFETERIA WORKERS.**

24  
25 **34.04 a.** Cafeteria workers in the Department of Education and in the University of  
26 Hawaii system shall be provided without charge the lunch meal which is  
27 served to students during the school day in the school cafeterias.  
28

1 **34.04 b.** Cafeteria workers in the Department of Education who are directly  
2 involved in preparing meals under special feeding programs when school  
3 is not in session shall be provided without charge the lunch meal which is  
4 served during the workday under such programs.

5  
6 **34.05** **DIETARY WORKERS.**

7  
8 **34.05 a.** Dietary workers in the Departments of Health, Hawaii Health Systems  
9 Corporation and Public Safety shall be provided without charge one (1)  
10 meal per workday which is served as the house diet and the meal shall be  
11 the meal that is consumed during the respective Employee's meal period.

12  
13 **34.05 b.** Any institution in the Departments of Health, Hawaii Health Systems  
14 Corporation and Public Safety that is presently providing its dietary  
15 workers more than one (1) meal per workday without charge shall  
16 continue.

This adjustment is applicable to civil service and exempt employees excluded from BU 10 and EMCP employees excluded from BU 10

Attachment D

Bargaining Unit 10  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

1 **SECTION 34. MEAL ALLOWANCE.**

2  
3 **34.01 AMOUNT.**

4  
5 **34.01 a.** An Employee who works overtime shall either be furnished a meal or be  
6 provided a meal allowance of [~~six dollars (\$6.00)~~] **eight dollars (\$8.00)** for  
7 breakfast, [~~eight dollars (\$8.00)~~] **ten dollars (\$10.00)** for lunch, and [~~ten~~  
8 ~~dollars (\$10.00)~~] **twelve dollars (\$12.00)** for dinner as follows:  
9

10 **34.01 a.1. POST-SHIFT OVERTIME.**

11 An Employee who works overtime after the workday shall be furnished a  
12 meal or provided a meal allowance after the completion of two (2) hours of  
13 overtime work in intervals of five (5) hours of overtime work rendered  
14 following the first overtime meal.  
15

16 **34.01 a.2. TWO (2) OR MORE HOURS OF PRE-SHIFT OVERTIME.**

17  
18 **34.01 a.2.a)** An Employee who works two (2) or more hours of pre-shift overtime and  
19 works continuously into the workday shall be furnished a meal or provided  
20 a meal allowance for the overtime work and the workday.  
21

22 **34.01 a.2.b)** An Employee shall be furnished a meal or provided a meal allowance after  
23 the completion of two (2) hours of overtime work and at intervals of five (5)  
24 hours of continuous work after the first meal period.  
25

26 **34.01 a.3. LESS THAN TWO (2) HOURS OF PRE-SHIFT OVERTIME.**

27  
28 **34.01 a.3.a) LESS THAN TWENTY-FOUR (24) HOURS PRIOR NOTICE.**

1 An Employee who works less than two (2) hours of pre-shift overtime with  
2 less than twenty-four (24) hours prior notice and works continuously into  
3 the workday shall be furnished or provided a meal allowance at the  
4 beginning of the workday and for the meal period in the workday.  
5

6 **34.01 a.3.b) TWENTY-FOUR (24) HOURS OR MORE PRIOR NOTICE.**

7 An Employee shall not be entitled to a meal or a meal allowance when the  
8 Employee works less than two (2) hours of pre-shift overtime with at least  
9 twenty-four (24) hours prior notice and works continuously into the  
10 workday.  
11

12 **34.01 a.4. OVERTIME DURING OFF-DUTY HOURS, SCHEDULED DAY OFF OR**  
13 **HOLIDAY.**

14  
15 **34.01 a.4.a) LESS THAN TWENTY-FOUR (24) HOURS PRIOR NOTICE.**

16 An Employee who works overtime that is not post-shift or pre-shift  
17 overtime on a day off or a holiday with less than twenty-four (24) hours  
18 prior notice shall be furnished a meal or provided a meal allowance after  
19 the completion of two (2) hours of overtime work and at intervals of five (5)  
20 hours of continuous overtime work after the first overtime meal period.  
21

22 **34.01 a.4.b) TWENTY-FOUR (24) HOURS OR MORE PRIOR NOTICE.**

23 An Employee who works overtime that is not post-shift or pre-shift  
24 overtime on a day off or a holiday with at least twenty-four (24) hours prior  
25 notice shall be furnished a meal or provided a meal allowance after the  
26 completion of ten (10) hours of overtime work and at intervals of five (5)  
27 hours of overtime work after the first overtime meal period.  
28

29 **34.01 a.5. OVERTIME WHILE ON STAND-BY.**

1 An Employee who responds to a call to work as provided in Section 28  
2 shall be furnished a meal or provided a meal allowance after the  
3 completion of two (2) hours of work and at intervals of five (5) hours of  
4 continuous work after the first meal period.

5  
6 **34.02** **PAYMENT.**

7 The Employer shall provide a meal allowance to the Employee within thirty  
8 (30) days (approximately two pay periods) from the date on which the  
9 claim for the allowance is filed with the Employer.

10  
11 **34.03** **DEFINITION.**

12  
13 **34.03 a.** Breakfast shall mean a meal allowed an Employee from 3:00 a.m. to 9:00  
14 a.m.

15  
16 **34.03 b.** Lunch shall mean a meal allowed an Employee after 9:00 a.m. to 3:00  
17 p.m.

18  
19 **34.03 c.** Dinner shall mean a meal allowed an Employee after 3:00 p.m. but before  
20 3:00 a.m.

This adjustment is applicable to civil service and exempt employees excluded from BU 1

Attachment E

Bargaining Unit 1  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

1 **SECTION 35. HOLIDAYS.**

2

3 **35.01** The following days of each year are established as holidays:

4

5 NAME OF HOLIDAY DAY OF HOLIDAY

6

7 **35.01 a.** New Year's Day First day of January

8

9 **35.01 b.** Dr. Martin Luther King, Jr. Day Third Monday in January

10

11 **35.01 c.** Presidents' Day Third Monday in February

12

13 **35.01 d.** Prince Jonah Kuhio Kalaniana'ole Day Twenty-Sixth day of March

14

15 **35.01 e.** Good Friday Friday preceding Easter Sunday

16

17 **35.01 f.** Memorial Day Last Monday in May

18

19 **35.01 g.** King Kamehameha I Day Eleventh day of June

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21 **35.01 h.** Independence Day Fourth day of July

22

23 **35.01 i.** Admission Day Third Friday in August

24

25 **35.01 j.** Labor Day First Monday in September

26

27 **35.01 k.** Veterans' Day Eleventh day of November

28

1 **35.01 l.** Thanksgiving Day Fourth Thursday in November

2

3 **35.01 m.** Christmas Day Twenty-Fifth day of December

4

5 **35.01 n.** All election days, except primary and special election days, in the  
6 County wherein the election is held.

7

8 **35.01 o.** Any day designated by proclamation by the President of the United  
9 States or by the Governor as a holiday.

10

11 **35.02** **OBSERVANCE OF HOLIDAYS.**

12

13 **35.02 a.** An Employee whose workdays are Monday through Friday in the work  
14 week in which a holiday occurs shall observe the holiday as follows:

15

<u>DAY OF HOLIDAY</u>	<u>DAY HOLIDAY OBSERVED</u>
Saturday	Friday preceding Holiday
Sunday	Monday following Holiday
Workday	Workday

21

22 **35.02 b.** An Employee whose workday is other than Monday through Friday in  
23 the work week in which a holiday occurs shall observe the holiday as  
24 follows:

25

<u>DAY OF HOLIDAY</u>	<u>DAY HOLIDAY IS OBSERVED</u>
Day Off	First workday after the day off
Workday	Workday

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31 **35.02 c.** **Two Holidays Observed on the Same Calendar Day.**

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Whenever two holidays are to be observed on the same calendar day in accordance with Section 35.02 above:

The first holiday shall be observed in the normal manner; and

The second holiday shall be observed on a date mutually agreed to between the Employee and the Employee's supervisor provided that such mutual agreement shall be reached at least sixty (60) calendar days prior to the date the two holidays were to be observed. If an agreement is not reached, the matter shall be referred to the Employee's appointing authority or designee other than the Employee's supervisor for a final and binding decision. The decision shall be made at least thirty (30) calendar days prior to the date the two holidays were to be observed.

The mutually agreed upon date shall occur within the same calendar year.

**35.03**      **SHARED EQUITABLY.**

**35.03 a.**      Holiday work assignments shall be shared equitably among Employees in a work unit.

**35.03 b.**      A rotational system by seniority will be established whereby every Employee within an organizational unit will be given the opportunity to participate in holiday work assignments on an equitable basis insofar as the requirements of the mission will permit and in accordance with skills required.

**35.03 c.**      The Employer shall maintain records to assure that holiday work

1 assignments are shared equitably among Employees.

2

3 **35.03 d.** Section 35.03 shall not apply to an Employee who chooses workdays,  
4 days off or shifts as provided in Section 25.03 a.5. and Section  
5 25.03 b.5.

6

7 **35.04** Upon request of the Union, the Employer shall meet and consult with  
8 the Union when developing the equitable holiday work assignments.

This adjustment is applicable to civil service and exempt employees excluded from BU 10 and EMCP employees excluded from BU 10

Attachment F

Bargaining Unit 10  
TENTATIVE AGREEMENT

Employer Wilbert Holck

Union KU

Date 6/20/25

1 **SECTION 35. HOLIDAYS.**

2

3 **35.01** The following days of each year are established as holidays:

4

	<u>NAME OF HOLIDAY</u>	<u>DAY OF HOLIDAY</u>
<b><u>35.01 a.</u></b>	New Year's Day	First day of January
<b><u>35.01 b.</u></b>	Dr. Martin Luther King, Jr. Day	Third Monday in January
<b><u>35.01 c.</u></b>	Presidents' Day	Third Monday in February
<b><u>35.01 d.</u></b>	Prince Jonah Kuhio Kalaniana'ole Day	Twenty-Sixth day of March
<b><u>35.01 e.</u></b>	Good Friday	Friday preceding Easter Sunday
<b><u>35.01 f.</u></b>	Memorial Day	Last Monday in May
<b><u>35.01 g.</u></b>	King Kamehameha I Day	Eleventh day of June
<b><u>35.01 h.</u></b>	Independence Day	Fourth day of July
<b><u>35.01 i.</u></b>	Admission Day	Third Friday in August
<b><u>35.01 j.</u></b>	Labor Day	First Monday in September

**35.01 k.** Veterans' Day Eleventh day of November

**35.01 l.** Thanksgiving Day Fourth Thursday in November

**35.01 m.** Christmas Day Twenty-Fifth day of December

1 **35.01 n.** All election days, except primary and special election days, in the County  
2 wherein the election is held.

3  
4 **35.01 o.** Any day designated by proclamation by the President of the United  
5 States or by the Governor as a holiday.

6  
7 **35.02** **OBSERVANCE OF HOLIDAYS.**

8  
9 **35.02 a.** An Employee whose workdays are Monday through Friday in the  
10 workweek in which a holiday occurs shall observe the holiday as follows:

11

<u>DAY OF HOLIDAY</u>	<u>DAY HOLIDAY OBSERVED</u>
Saturday	Friday preceding Holiday
Sunday	Monday following Holiday
Workday	Workday

12  
13 **35.02 b.** An Employee whose workday is other than Monday through Friday in the  
14 workweek in which a holiday occurs shall observe the holiday as follows:

15

<u>DAY OF HOLIDAY</u>	<u>DAY HOLIDAY IS OBSERVED</u>
Day Off	First workday after the day off

Workday

Workday

1  
2 **35.02 c.** **Two Holidays Observed on the Same Calendar Day.**

3  
4 **Whenever two holidays are to be observed on the same calendar day**  
5 **in accordance with Section 35.02 above:**

6  
7 **The first holiday shall be observed in the normal manner; and**

8  
9 **The second holiday shall be observed on a date mutually agreed to**  
10 **between the Employee and the Employee's supervisor provided**  
11 **that such mutual agreement shall be reached at least sixty (60)**  
12 **calendar days prior to the date the two holidays were to be**  
13 **observed. If an agreement is not reached, the matter shall be**  
14 **referred to the Employee's appointing authority or designee other**  
15 **than the Employee's supervisor for a final and binding decision.**

16 **The decision shall be made at least thirty (30) calendar days prior**  
17 **to the date the two holidays were to be observed.**

18  
19 **The mutually agreed upon date shall occur within the same**  
20 **calendar year.**

21  
22 **35.03** **SHARED EQUITABLY.**

23  
24 **35.03 a.** Holiday work assignments shall be shared equitably among Employees  
25 in a work unit.

26  
27 **35.03 b.** A rotational system by seniority will be established whereby every  
28 Employee within an organizational unit will be given the opportunity to

1                    participate in holiday work assignments on an equitable basis insofar as  
2                    the requirements of the mission will permit and in accordance with skills  
3                    required.

4  
5                    **35.03 c.**            The Employer shall maintain records to assure that holiday work  
6                    assignments are shared equitably among Employees.

7  
8                    **35.03 d.**            Section 35.03 shall not apply to an Employee who chooses workdays,  
9                    days off or shifts as provided in Section 25.03 b., 61.04 a. and 61.04 b.

10  
11                    **35.04**                Upon request of the Union, the Employer shall meet and consult with the  
12                    Union when developing the equitable holiday work assignments.

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

1 **SECTION 41. LEAVE OF ABSENCE FOR DEATH IN THE FAMILY.**

2  
3 **41.01 LEAVE WITH PAY.**

4  
5 **41.01 a.** An Employee shall be allowed three (3) working days as leave of  
6 absence with pay for death in the family which shall not be deducted  
7 from any other leaves, with or without pay including absences from work  
8 due to an injury as provided in the Hawaii Workers Compensation Law.  
9

10 **41.01 b.** The leave of absence with pay shall be granted on days designated by  
11 the Employee provided it is within a reasonable period of time after a  
12 death in the family.  
13

14 **41.02 FAMILY.**

15  
16 **41.02 a.** Family is defined as:

17  
18 **41.02 a.1.** Parents, step-parents, or legal guardians.  
19

20 **41.02 a.2.** Brothers.  
21

22 **41.02 a.3.** Sisters.  
23

24 **41.02 a.4.** Spouse.  
25

26 **41.02 a.5.** Children.  
27

28 **41.02 a.6.** Parents-in-law.

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**41.02 a.7.** Grandparents.

**41.02 a.8.** Grandchildren.

**41.02 a.9.** An individual who has become a member of a family through the Hawaiian hanai custom or a step relationship.

**41.02 b.** The leave of absence with pay can only be used for **two parents** [~~one mother and one father~~] regardless of whether the parent relationship is natural, hanai, step or legal guardians.

**41.02 c.** The Hawaiian Dictionary, revised and enlarged, copyright 1986 defines hanai.

**41.03** An Employee shall be granted a reasonable number of days of vacation leave or leave of absence without pay in addition to leave of absence with pay as provided in Section 41.01 for travel to attend a funeral outside the State of Hawaii or to make necessary arrangements for a funeral in the State of Hawaii.

This adjustment is applicable to civil service and exempt employees excluded from BU 10 and EMCP employees excluded from BU 10.

Bargaining Unit 10  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

1 **SECTION 41. LEAVE OF ABSENCE FOR DEATH IN THE FAMILY.**

2

3 **41.01 LEAVE WITH PAY.**

4

5 **41.01 a.** An Employee shall be allowed three (3) working days as leave of  
6 absence with pay for death in the family which shall not be deducted  
7 from any other leaves, with or without pay including absences from work  
8 due to an injury as provided in the Hawaii Workers Compensation Law.

9

10 **41.01 b.** The leave of absence with pay shall be granted on days designated by  
11 the Employee provided it is within a reasonable period of time after a  
12 death in the family.

13

14 **41.02 FAMILY.**

15

16 **41.02 a.** Family is defined as:

17

18 **41.02 a.1.** Parents, Step-Parents, or Legal Guardians

19

20 **41.02 a.2.** Brothers

21

22 **41.02 a.3.** Sisters

23

24 **41.02 a.4.** Spouse

25

26 **41.02 a.5.** Children

27

28 **41.02 a.6.** Parents-in-law

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**41.02 a.7.** Grandparents

**41.02 a.8.** Grandchildren

**41.02 a.9.** An individual who has become a member of a family through the Hawaiian hanai custom or a step relationship.

**41.02 b.** The leave of absence with pay can only be used for **two parents** [~~one mother and one father~~] regardless of whether the parent relationship is natural, hanai, step or legal guardians.

**41.02 c.** The Hawaiian Dictionary, revised and enlarged, copyright 1986 defines hanai.

**41.03** An Employee shall be granted a reasonable number of days of vacation leave or leave of absence without pay in addition to leave of absence with pay as provided in Section 41.01 for travel to attend a funeral outside the State of Hawaii or to make necessary arrangements for a funeral in the State of Hawaii.

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

1 **SECTION 50. WORKING CONDITION DIFFERENTIAL.**

2  
3 **50.01** **~~[WAIMANO TRAINING SCHOOL AND HOSPITAL.]RESERVED.~~**

4  
5 **50.01 a.** [~~An Employee who does janitorial work in Building 4, Wings 1 and 2, and~~  
6 ~~Building 6 of Waimano Training School and Hospital shall be paid, in~~  
7 ~~addition to the Employee's basic rate of pay, the working condition~~  
8 ~~differential for each hour of work.]**RESERVED.**~~

9  
10 **50.01 b.** [~~In the event that all of the residents of either or both buildings must be~~  
11 ~~relocated elsewhere, the Employer will locate the residents as a group in~~  
12 ~~another building. When this occurs, the Employer in consultation with the~~  
13 ~~Union shall review and determine which Employee will be entitled to a~~  
14 ~~differential because of unusual or unique working conditions.]**RESERVED.**~~

15  
16 **50.01 c.** [~~In the event for professional reasons, a dispersal of the residents is~~  
17 ~~determined to be in the best interest of the residents, the Employer will~~  
18 ~~meet and consult with the Union and determine how and to which~~  
19 ~~personnel the working condition differential will apply.]**RESERVED.**~~

20  
21 **50.02** **AUTOPSY.**

22 An Employee who does clean-up work after an autopsy shall be paid, in  
23 addition to the Employee's basic rate of pay the working condition  
24 differential for each hour of work.

25  
26 **50.03** **CORRECTIONS.**

27 An Employee who works in a corrections institution shall be paid, in  
28 addition to the Employee's basic rate of pay, the working condition  
29 differential.

1 **50.04** **DIFFERENTIAL.**

2  
3 **50.04 a.** The working condition differential shall be twenty-five cents (\$.25) for each  
4 hour or fraction of thirty (30) minutes or more of work and thirteen cents  
5 (\$.13) for less than thirty (30) minutes of work for an Employee subject to  
6 [~~Sections 50.01 and~~] Section 50.02.  
7

8 **50.04 b.** The working condition differential shall be thirty cents (\$.30) for each hour  
9 or fraction of thirty (30) minutes or more of work and fifteen cents (\$.15)  
10 for less than thirty (30) minutes of work for an Employee subject to Section  
11 50.03.  
12

13 **50.05** **RECLASSIFICATION.**

14 The Employer in consultation with the Union may terminate the differential  
15 as provided in Section 50. upon reclassification of an affected Employee's  
16 position to a higher classification because of the unusual or unique  
17 working conditions which qualified the Employee for the differential.

This adjustment is applicable to civil service and exempt employees excluded from BUs 1 and 10, and EMCP employees excluded from BU 10

1 **SECTION 62. BENEFIT PLANS.**

2  
3 *Delete the existing language in this Section in its entirety and replace with the*  
4 *following:*

5  
6 A. **“Health Benefit Plan” shall mean the medical PPO, HMO, prescription**  
7 **drug, dental, vision and dual coverage medical plans.**

8  
9 B. **Effective July 1, 2025**

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

15  
16  
17 1. **For each Employee-Beneficiary with no dependent-beneficiaries**  
18 **enrolled in the following Trust Fund health benefit plans:**

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

1        The Employer shall pay the same monthly contribution for each member  
2 enrolled in a self only medical plan (PPO or HMO), regardless of which plan is  
3 chosen; provided that the dollar amount contributed by the Employer shall not  
4 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 MONTHLY</u> <u>CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical, drug &amp; 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 &amp; 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 MONTHLY</u> <u>CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical, drug &amp; chiro)</u>	<u>\$1,654.70</u>
b. <u>Dental</u>	<u>\$    72.70</u>

1	<u>c. Vision</u>	<u>\$ 6.12</u>
2	<u>d. Dual coverage (medical &amp; drug)</u>	<u>\$ 41.70</u>

3

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

8

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

12

13 C. Effective July 1, 2026

14

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

21

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

26

27 BENEFIT PLAN

28 a. Dental

29 b. Vision

1            c. Dual coverage (medical & drug)

2  
3            d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall  
4 pay the same monthly contribution for each member enrolled in a self only  
5 medical plan, regardless of which plan is chosen. The amount shall be based on  
6 60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),  
7 provided that the dollar amount contributed by the Employer shall not cause the  
8 employer share to exceed 90% of the total premium.

9  
10           2.    The amounts paid by the Employer shall be based on the plan year  
11 2026-2027 final monthly premium rates established by the Trust Fund for each  
12 Employee-Beneficiary with one dependent-beneficiary enrolled in the following  
13 Trust Fund health benefit plans:

14  
15            BENEFIT PLAN

16            a. Dental

17            b. Vision

18            c. Dual coverage (medical & drug)

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

25  
26           3.    The amounts paid by the Employer shall be based on the plan year  
27 2026-2027 final monthly premium rates established by the Trust Fund for each  
28 Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the  
29 following Trust Fund health benefit plans:

1  
2 **BENEFIT PLAN**

3 **a. Dental**

4 **b. Vision**

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

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

12  
13 **4. For each Employee-Beneficiary enrolled in the Trust Fund group life**  
14 **insurance plan, the Employer shall pay one hundred percent (100%) of the**  
15 **monthly premium and any administrative fees.**

16  
17 **D. No later than three (3) weeks after the Trust Fund Board formally**  
18 **establishes and adopts the final premium rates for Fiscal Year 2026 – 2027, the**  
19 **Office of Collective Bargaining shall distribute the final calculation of the**  
20 **Employers' monthly contribution amounts for each health benefit plan.**

21  
22 **E. Payment for Plans Eliminated or Abolished. The Employer shall**  
23 **make no payments for any and all premiums for any portion or part of a Trust**  
24 **Fund health benefit plan that the Trust Fund Board eliminates or abolishes.**

25  
26 **F. Rounding Employer's Monthly Contribution. Whenever the**  
27 **Employer's monthly contribution (premium plus administrative fee) to the Trust**  
28 **Fund is less than one hundred percent (100%) of the monthly premium amount,**

1 such monthly contribution shall be rounded to the nearest cent as provided  
2 below:

3  
4 1. When rounding to the nearest cent results in an even amount, such  
5 even amount shall be the Employer's monthly contribution. For example:

6  
7 (a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)

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

9  
10 2. When rounding to the nearest cent results in an odd amount, round  
11 to the lower even cent, and such even amount shall be the Employer's monthly  
12 contribution. For example:

13  
14 (a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)

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

16  
17 All employer contributions effective July 1, 2025 reflect the rounding  
18 described in item F. Employer contributions effective July 1, 2026 shall be  
19 rounded as described in item F. after the Trust Fund Board formally establishes  
20 and adopts the final premium rates for Fiscal Year 2026-2027.

21  
22 G. If an agreement covering periods beyond the term of this Agreement  
23 is not executed by June 30, 2027, Employer contributions to the Trust Fund shall  
24 be the same monthly contribution amounts paid in plan year 2026-2027 for the  
25 Health Benefit Plan approved by the Trust Fund including any monthly  
26 administrative fees.

Bargaining Unit 01  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

1 **SECTION 66. DURATION.**

2  
3 **66.01 EFFECTIVE DATES.**

4 The Unit 1 Agreement shall be effective July 1, [2024] **2025** and shall  
5 remain in full force and effect to and including June 30, [2025] **2029**. During  
6 the term of this Agreement, the parties shall meet on the Employer EUTF  
7 contributions for the plan years [2023-2024] **2027-2028** and [2024-2025]  
8 **2028-2029** by giving written notice to the other party of its intent to reopen  
9 by January 31, [2023] **2027**.

10  
11 In the event the parties reach agreement on the Employer's contribution to  
12 EUTF, such amended section shall be effective no earlier than  
13 July 1, [2023] **2027**, and shall remain in effect to and including  
14 June 30, [2025] **2029**. The entire Unit 1 Agreement shall be renewed  
15 thereafter in accordance with statutes unless either party hereto gives  
16 written notice to the other party of its desire to modify, amend, or terminate  
17 the Unit 1 Agreement.

18  
19 **66.02 NOTICES AND PROPOSALS.**

20 Notices and proposals shall be in writing and shall be presented to the other  
21 party between June 15 and June 30, [2024] **2028**. When the notice is given,  
22 negotiations for a new Unit 1 Agreement shall commence on a mutually  
23 agreeable date following the exchange of written proposals.

24  
25 **66.03 RESERVED.**

Bargaining Unit 10  
TENTATIVE AGREEMENT  
Employer Wilbert Holck  
Union [Signature]  
Date 6/20/25

1 **SECTION 68. DURATION.**

2  
3 **68.01 EFFECTIVE DATES.**

4 The Unit 10 Agreement shall be effective July 1, [2024] **2025** and shall remain  
5 in effect to and including June 30, [2025] **2029**. During the term of this  
6 Agreement, the parties shall meet on the Employer EUTF contributions for  
7 the plan years [2023-2024] **2027-2028** and [2024-2025] **2028-2029** by giving  
8 written notice to the other party of its intent to reopen by  
9 January 31, [2023] **2027**.

10  
11 In the event the parties reach agreement on the Employer's contribution to  
12 EUTF, such amended section shall be effective no earlier than  
13 July 1, [2023] **2027**, and shall remain in effect to and including  
14 June 30, [2025] **2029**. The entire Unit 10 Agreement shall be renewed  
15 thereafter in accordance with statutes unless either party hereto gives written  
16 notice to the other party of its desire to modify, amend, or terminate the Unit  
17 10 Agreement.

18  
19 **68.02 NOTICES AND PROPOSALS.**

20 Notices and proposals shall be in writing and shall be presented to the other  
21 party between June 15 and June 30, [2024] **2028**. When the notice is given,  
22 negotiations for a new Unit 10 Agreement shall commence on a mutually  
23 agreeable date following the exchange of written proposals.

24  
25 **68.03 RESERVED.**

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Exhibit 1

Effective Date: 07/01/2024

Bargaining Unit: 70, 90 Institutional, Health and Correctional Workers (Excluded from BU 10)

CO01 to CO09 pay rates shall be the same as the pay rates for included employees.

Step A

CO10	ANN	93,432
	MON	7,786
	8HR	359.36
	HRLY	44.92
CO11	ANN	97,584
	MON	8,132
	8HR	375.36
	HRLY	46.92

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State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2025

Bargaining Unit: 70, 90 Institutional, Health and Correctional Workers (Excluded from BU 10)

CO01 to CO09 pay rates shall be the same as the pay rates for included employees.

Step A

CO10	ANN	96,708
	MON	8,059
	8HR	371.92
	HRLY	46.49
CO11	ANN	101,004
	MON	8,417
	8HR	388.48
	HRLY	48.56

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2026

Bargaining Unit: 70, 90 Institutional, Health and Correctional Workers (Excluded from BU 10)

CO01 to CO09 pay rates shall be the same as the pay rates for included employees.

Step A

CO10	ANN	100,368
	MON	8,364
	8HR	386.00
	HRLY	48.25
CO11	ANN	104,832
	MON	8,736
	8HR	403.20
	HRLY	50.40

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2027

Bargaining Unit: 70, 90 Institutional, Health and Correctional Workers (Excluded from BU 10)

CO01 to CO09 pay rates shall be the same as the pay rates for included employees.

Step A

CO10	ANN	104,388
	MON	8,699
	8HR	401.52
	HRLY	50.19
CO11	ANN	109,020
	MON	9,085
	8HR	419.28
	HRLY	52.41

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2028

Bargaining Unit: 70, 90 Institutional, Health and Correctional Workers (Excluded from BU 10)

CO01 to CO09 pay rates shall be the same as the pay rates for included employees.

Step A

CO10	ANN	108,564
	MON	9,047
	8HR	417.52
	HRLY	52.19
CO11	ANN	113,376
	MON	9,448
	8HR	436.08
	HRLY	54.51