SUMMARY OF PROPOSED COMMITTEE DRAFT:

Resolution 26-83
APPROVING COLLECTIVE BARGAINING COST ITEMS FOR THE HAWAIʻI FIRE FIGHTERS ASSOCIATION BARGAINING UNIT 11 INCLUDED AND EXCLUDED MANAGERIAL EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU.

The PROPOSED CD1 makes the following amendments:

A. Amends the BE IT RESOLVED clause to state that the Council approves the collective bargaining cost items for the Hawaiʻi Fire Fighters Association Bargaining Unit 11 and to more accurately reflect the wording of the title of the resolution.

B. Makes miscellaneous technical and nonsubstantive amendments.

HONOLULU CITY COUNCIL

KE KANIHELA O KE KALANA O HONOLULU

CITY AND COUNTY OF HONOLULU

No. **26-83, CD1**

PROPOSED

RESOLUTION

APPROVING COLLECTIVE BARGAINING COST ITEMS FOR THE HAWAIʻI FIRE FIGHTERS ASSOCIATION BARGAINING UNIT 11 INCLUDED AND EXCLUDED MANAGERIAL EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU.

WHEREAS, Chapter 89, Hawaii Revised Statutes ("HRS"), establishes a statewide collective bargaining process for public employees; and

WHEREAS, pursuant to HRS Chapter 89 the employers and representatives of Bargaining Unit 11 (Hawaiʻi Fire Fighters Association) began negotiations on September 6, 2024, concerning a collective bargaining agreement for the employees in the bargaining unit; and

WHEREAS, negotiation and mediation efforts were unsuccessful and an arbitrator appointed by the parties recently rendered a decision; and

WHEREAS, for civil service managers excluded from Bargaining Unit 11, pursuant to HRS Section 89C-3(b)(2), "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 new collective bargaining agreement will make adjustments to wages and other non-wage cost items, and will be effective from July 1, 2025, through June 30, 2029; and

WHEREAS, pursuant to HRS Section 89-11(g), the wage and non-wage cost items are subject to appropriations by the respective legislative bodies; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that it approves the collective bargaining cost items for the Hawaiʻi Fire Fighters Association Bargaining Unit 11 included and excluded managerial employees of the City and County of Honolulu, a summary of which is attached hereto as Exhibit A and incorporated herein; and

HONOLULU CITY COUNCIL

KE KANIHELA O KE KALANA O HONOLULU

CITY AND COUNTY OF HONOLULU

No. **26-83, CD1**

RESOLUTION

BE IT FINALLY RESOLVED that copies of this resolution be transmitted to the Mayor and Director of Human Resources.

INTRODUCED BY:

Tommy Waters (br)

DATE OF INTRODUCTION:

April 9, 2026
Honolulu, Hawai‘i

Councilmembers

REPORT TO CITY COUNCIL
COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 11 (HFFA) INCLUDED AND EXCLUDED MANAGERIAL

Background

Negotiations with the Hawai'i Fire Fighters Association (HFFA) began with the exchange of proposals on July 31, 2024. The collective bargaining agreement for Bargaining Unit (BU) 11 expired on June 30, 2025. On June 27, 2025, HFFA and Employers (State of Hawai'i, City and County of Honolulu, County of Kaua'i, County of Maui, and County of Hawai'i) agreed to extend the terms of the BU 11 collective bargaining agreement from July 1, 2025 and until a new agreement was approved and implemented. The Hawai'i Labor Relations Board declared impasse on November 8, 2024, and on September 8, 2025, the parties selected Arbitrator Thomas F. Levak, Esq. as the neutral arbitrator and chairperson of the arbitration panel. A hearing was conducted in Honolulu, Hawai'i from December 8, 2025, though December 11, 2025, and the arbitration panel recently issued its decision. This request also includes the agreement reached by the parties regarding Employer contributions to the Hawai'i Employer-Union Health Benefits Trust Fund (EUTF), Section 50 of the collective bargaining agreement.

Positions Covered in the City and County of Honolulu (as of April 1, 2026)

Bargaining Unit	Included	Excluded	Excluded Managerial	Total
11 – Fire Fighters	1,040	0	28	1,068

Duration

The BU 11 Collective Bargaining Agreement will be effective from July 1, 2025 through June 30, 2029. However, there is reopener language specific to the Employers' contributions to the EUTF for the plan years 2027 – 2028 and 2028 – 2029, allowing either party to give written notice of its intent to reopen EUTF negotiations by January 31, 2027.

Cost Items

A. Salaries

1. **Effective retroactively to July 1, 2025:**

   a. Three percent (3%) across-the-board increase to the salary schedule.

2. **Effective July 1, 2026:**

   a. Three percent (3%) across-the-board increase to the salary schedule.

3. **Effective July 1, 2027:**

   a. Two and five-tenths percent (2.5%) across-the-board increase to the salary schedule.

4. **Effective July, 1, 2028:**

   a. Two and five-tenths percent (2.5%) across-the-board increase to the salary schedule.

The following chart summarizes the City's estimated salary costs for the four-year contract period for BU 11:

SALARY COSTS FOR BARGAINING UNIT 11*					
	FY 2026	**FY 2027****	**FY 2028****	**FY 2029****	**TOTAL**
Included Employees	$5,113,085	$10,601,870	$15,154,620	$19,979,713	**$50,849,288**
EM Employees	$238,351	$494,215	$706,446	$931,372	**$2,370,384**
TOTAL	$5,351,436	$11,096,085	$15,861,066	$20,911,085	**$53,219,672**

* Includes wage-related fringe benefits.
** Includes rollover from previous year.

B. Employer-Union Health Benefits Trust Fund (EUTF)

1. **Effective July 1, 2025**: The Employer will pay specific dollar amounts for the PPO and HMO plans. These amounts will generally equate to sixty percent (60%) of the final premium rates of the HMSA 80-20 medical plan (with drug and chiropractic care) established by the Trust Fund Board subject to a cap of 90% of the total premium for each plan. The Employer will pay specific monthly contributions which are generally equivalent to sixty percent (60%) of the premium cost and sixty percent (60%) of the administrative fees for all other plans except the life insurance plan (for which the Employer shall pay one hundred percent (100%) of the premiums and fees).

2. **Effective July 1, 2026**: The Employer will pay specific dollar amounts for the PPO and HMO plans. These amounts will generally equate to 60 percent of the final premium rates of the HMSA 80-20 medical plan (with drug and chiropractic care) established by the Trust Fund Board subject to a cap of 90% of the total premium for each plan. The Employer will pay specific monthly contributions which are generally equivalent to 60 percent of the premium cost and 60 percent of the administrative fees for all other plans except the life insurance plan (for which the Employer shall pay 100 percent (100%) of the premiums and fees).

The following chart summarizes the City's estimated EUTF costs for the first two years of the contract period:

FY26	FY27	Total FY26-27
$1,079,816	$2,151,366	$3,231,182

Report Title:
Collective Bargaining Agreement; Hawai‘i Fire Fighters Association Bargaining Unit 11; Hawaii Fire Fighters Association Bargaining Unit 11; Included and Excluded Managerial Employees; Wages; Non-Wage Cost Items; Department of Human Resources ("DHR")

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.