CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAI'I

No. 26-166

RESOLUTION

APPROVING COLLECTIVE BARGAINING COST ITEMS FOR EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU IN BARGAINING UNIT 15 (HAWAI'I GOVERNMENT EMPLOYEES ASSOCIATION, AFSCME LOCAL 152, AFL-CIO).

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

WHEREAS, pursuant to HRS Chapter 89, the Employer (State of Hawai'i, City and County of Honolulu, County of Maui, County of Kaua'i, and County of Hawai'i) and the exclusive representative of Bargaining Unit 15 (Hawai'i Government Employees Association) began negotiations on July 1, 2024, concerning successive collective bargaining agreements for the employees in the bargaining units; and

WHEREAS, negotiation and mediation efforts were unsuccessful and an arbitrator appointed by the parties rendered an award on July 1, 2026; and

WHEREAS, the new collective bargaining agreements makes adjustments to wage and non-wage cost items and are effective for four (4) years, from July 1, 2025, to and including June 30, 2029; and

WHEREAS, pursuant to HRS Section 89-10(b), 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 approve the wage and non-wage cost items for the Unit 15 Collective Bargaining Agreement between the Employer and the Hawai'i Government Employees Association, for the period from July 1, 2025, to and including June 30, 2029, for employees in Bargaining Unit 15 of the City and County of Honolulu (a summary of these cost items is attached as Exhibit A); and

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BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Mayor, the Director of Budget and Fiscal Services, the Director of Human Resources, and the Hawai'i Government Employees Association, 888 Mililani Street, Suite 401, Honolulu, Hawai'i 96813.

INTRODUCED BY:

Tommy Waters (br)

DATE OF INTRODUCTION:

JUL 15 2026
Honolulu, Hawai'i

Councilmembers

REPORT TO CITY COUNCIL
COLLECTIVE BARGAINING AGREEMENTS FOR BARGAINING UNIT 15 (HGEA)

Background

Negotiations with the Hawai'i Government Employees Association (HGEA), AFSCME, Local 152, AFL-CIO began on July 1, 2024. The collective bargaining agreement for Bargaining Unit (BU) 15 expired on June 30, 2025. HGEA and the Employer Group (State of Hawai'i, City and County of Honolulu, County of Hawai'i, County of Kaua'i, and County of Maui) entered into a Memorandum of Agreement dated July 9, 2025, which among other things, extended the terms of the BU 15 collective bargaining agreement "until such time that a successor Unit 15 collective bargaining agreement is executed." The Hawai'i Labor Relations Board (HLRB) declared impasse on January 28, 2025, and on September 8, 2025, the parties selected Frederic R. Horowitz, Esq. as the neutral arbitrator and chairperson of the arbitration panel. Hearings were held in Honolulu, Hawai'i, from March 2, 2026, through March 5, 2026. A final and binding decision on the BU 15 interest arbitration was rendered on July 1, 2026. Among other things, the decision incorporated the parties' agreements on the Articles on the Hawai'i Employer-Union Health Benefits Trust Fund (EUTF) and Travel.

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

Bargaining Unit	Included	Excluded	Total
15 – Water Safety Officers	299	0	299

Duration

The BU 15 Collective Bargaining Agreement is for a duration of four (4) years, effective from July 1, 2025, to June 30, 2029. However, there is reopener language specific to the Employers' Hawaii Employer-Union Health Benefits Trust Fund (EUTF) contributions for the plan years 2027 – 2028 and 2028 – 2029, allowing either party to give written notice of its intent to reopen negotiations by January 31, 2027.

Cost Items

A. Salaries

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

   a. 2.61% monthly across-the-board salary increase to the salary schedule.

   b. One-time lump sum of two-thousand dollars ($2,000) for all BU 15 employees not eligible for step movements for the duration of the contract period (prorated for employees who are less than full-time)

   c. Continuation of step movement plan.

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

   a. 2.49% monthly across-the-board salary increase to the salary schedule.

   b. Continuation of step movement plan.

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

   a. 2.47% monthly across-the-board salary increase to the salary schedule.

   b. Continuation of step movement plan.

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

   a. 3.12% monthly across-the-board salary increase to the salary schedule.

   b. Continuation of step movement plan.

The BU 15 Salary Costs Table below summarizes the City's estimated salary costs for the four-year contract period:

SALARY COSTS FOR BARGAINING UNIT 15					
	FY 2026	**FY 2027****	**FY 2028****	**FY 2029****	**TOTAL**
Included Employees	$727,839	$1,633,116	$2,768,390	$3,973,614	$9,102,959
TOTAL	**$727,839**	**$1,633,116**	**$2,768,390**	**$3,973,614**	**$9,102,959**

* 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 set dollar amounts for the PPO and HMO plans. These amounts 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 percent of the total premium for each plan. The Employer will pay set 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 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 percent 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 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
$225,448	$462,750	$688,198

C. Travel

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

The collective bargaining agreement amends the Article relating to Travel by changing travel reimbursements to use the federal reimbursement allowances. However, this item does not have specific costs associated with it and is presumed to be absorbed by the department's operating budget.

D. Uniforms

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

The collective bargaining agreement amends the Article relating to Uniforms by increasing the uniform maintenance allowance from $20.00 to $25.00 per month and increase the replacement allowance for damaged in the performance of duty uniforms from 75% to 100% of actual replacement cost. These items are presumed to be absorbed by the department's operating budget.

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

CERTIFICATE

RESOLUTION 26-166

Introduced: 07/15/26 By: TOMMY WATERS - BY REQUEST Committee: BUDGET (BUD)

Title: APPROVING COLLECTIVE BARGAINING COST ITEMS FOR EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU IN BARGAINING UNIT 15 (HAWAI'I GOVERNMENT EMPLOYEES ASSOCIATION, AFSCME LOCAL 152, AFL-CIO).

Voting Legend: * = Aye w/Reservations

07/15/26	INTRO	Introduced.
08/25/26	BUD	Reported out for adoption. CR-218(26) 4 AYES: CORDERO, NISHIMOTO, OKIMOTO, WATERS 2 ABSENT: KIA'ĀINA, TULBA
09/09/26	CCL	Committee report and Resolution were adopted. 9 AYES: CORDERO, DOS SANTOS-TAM, KIA'ĀINA, NISHIMOTO, OKIMOTO, TULBA, TUPOLA, WATERS, WEYER

I hereby certify that the above is a true record of action by the Council of the City and County of Honolulu on this RESOLUTION.

CHADD KADOTA, ACTING CITY CLERK

TOMMY WATERS, CHAIR AND PRESIDING OFFICER