'26AUG06 PM 3:25 CITY CLERK

**OFFICE OF THE MAYOR**
***KE KE'ENA O KA MEIA***
**CITY AND COUNTY OF HONOLULU**
530 SOUTH KING STREET, ROOM 300 • HONOLULU, HAWAI'I 96813
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RICK BLANGIARDI
MAYOR
*MEIA*

KRISHNA F. JAYARAM
MANAGING DIRECTOR DESIGNATE
*PO'O HO'OKELE HO'OKOHO 'IA*

IAN SCHEURING
DEPUTY MANAGING DIRECTOR
*HOPE PO'O HO'OKELE*

August 6, 2026

The Honorable Tommy Waters
Chair and Presiding Officer
and Members
Honolulu City Council
530 South King Street, Room 202
Honolulu, Hawai'i 96813

Dear Chair Waters and Councilmembers:

SUBJECT: Cost Items – Hawai'i Fire Fighters Association
Bargaining Unit 11
(Included and Excluded Managerial)
July 1, 2025 – June 30, 2029

Pursuant to Section 89-10(b), Hawai'i Revised Statutes (HRS), I am submitting for your action the cost items as contained in an addendum to the collective bargaining agreement, ratified on July 30, 2026, to be effective July 1, 2025, through June 30, 2029.

According to HRS Chapter 89, cost items require City Council action. Section 89-10(b), HRS, provides that,

> *"The state legislature or the legislative bodies of the counties acting in concert, as the case may be, may approve or reject the cost items submitted to them, as a whole. If the state legislature or the legislative body of any county rejects any of the cost items submitted to them, all cost items submitted shall be returned to the parties for further bargaining."*

Furthermore, in accordance with HRS Section 89C-3(b)(2), civil service managers excluded from Bargaining Unit 11 shall be provided adjustments that 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.

Attached is a proposed resolution for your favorable consideration and Exhibit A, which is a summary of the cost items for Bargaining Unit 11 included and civil service excluded managerial employees.

Should you have any questions, please contact Nola N. Miyasaki, Director of the Department of Human Resources, the City's representative for collective bargaining, at 808-768-8500.

Sincerely,

Rick Blangiardi

Rick Blangiardi
Mayor

Attachments: Exhibit A (Report to City Council)
Proposed Resolution

cc: Department of Budget and Fiscal Services
(w/ Attachments)
Department of Human Resources
(w/ Attachments)

# CITY COUNCIL

CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. _____

# RESOLUTION

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

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

WHEREAS, the collective bargaining agreement for Bargaining Unit 11, for the period July 1, 2025 through June 30, 2029 was established via an interest arbitration decision; and

WHEREAS, the employers and the Hawai'i Fire Fighters Association agreed to an addendum to the collective bargaining agreement that will make adjustments to wages, and will be effective from July 1, 2025, through June 30, 2029; and

WHEREAS, the addendum to the collective bargaining agreement was ratified by the Bargaining Unit 11 employees on July 30, 2026.

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, pursuant to HRS Section 89-10(b), 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 Hawai'i 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

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

No. _____

# RESOLUTION

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

INTRODUCED BY:

_____

_____

_____

_____

_____

_____

DATE OF INTRODUCTION: _____

_____

_____ _____

Honolulu, Hawai'i Councilmembers

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

## Background

The collective bargaining agreement for Bargaining Unit 11, for the period July 1, 2025 through June 30, 2029, was established via an interest arbitration decision. The Hawai'i Fire Fighters Association (HFFA) and the Employers (State of Hawai'i, City and County of Honolulu, County of Kaua'i, County of Maui, and County of Hawai'i) agreed to an addendum to the collective bargaining agreement, which makes adjustments to wages. HFFA conducted statewide ratification voting from July 25, 2026, through July 29, 2026. Ratification voting was completed, and the Employers were notified of approval on July 30, 2026.

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

| Bargaining Unit | Included | Excluded | Excluded Managerial | Total |
|---|---|---|---|---|
| 11 – Fire Fighters | 1,025 | 0 | 28 | 1,053 |

## Duration

The contract addendum will be effective from July 1, 2025 through June 30, 2029.

## Cost Items

A. Salaries

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

   a. Continuation of step movement plan.

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

   a. Continuation of step movement plan.

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

   a. One and five-tenths percent (1.5%) across-the-board increase to the salary schedule.

   b. Continuation of step movement plan.

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

   a. One and five-tenths percent (1.5%) across-the-board increase to the salary schedule.

   b. Continuation of step movement plan.

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

| SALARY COSTS FOR BARGAINING UNIT 11* | | | | | |
|---|---|---|---|---|---|
| | **FY 2026** | **FY 2027**** | **FY 2028**** | **FY 2029**** | **TOTAL** |
| Included Employees | $899,108 | $3,156,406 | $8,100,351 | $13,969,391 | **$26,125,256** |
| EM Employees | $52,034 | $158,405 | $392,524 | $670,978 | **$1,273,941** |
| TOTAL | $951,142 | $3,314,811 | $8,492,875 | $14,640,369 | **$27,399,197** |

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