CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 26-179

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

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

INTRODUCED BY:

(br)

DATE OF INTRODUCTION:

AUG 6 2026
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.

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CERTIFICATE

RESOLUTION 26-179

Introduced: 08/06/26 By: TOMMY WATERS - BY REQUEST Committee: COUNCIL (CCL)

Title: 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.

Voting Legend: * = Aye w/Reservations

08/06/26	INTRO	Introduced.
08/12/26	CCL	Adopted. 8 AYES: CORDERO, KIA'ĀINA, NISHIMOTO, OKIMOTO, TULBA, TUPOLA, WATERS, WEYER 1 ABSENT: DOS SANTOS-TAM

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