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# A BILL FOR AN ACT

RELATING TO PUBLIC EMPLOYMENT COST ITEMS.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

PART I

SECTION 1. There are appropriated from the sources of funding indicated below to collective bargaining statewide (BUF 102) the following sums or so much thereof as may be necessary to fund for fiscal biennium 2025-2027 all collective bargaining cost items in the agreement negotiated with the exclusive representative of collective bargaining unit (7):

	<u>FY 2025-2026</u>	<u>FY 2026-2027</u>
General funds	13,898,996	31,090,119
Special funds	816,788	1,733,792
Federal funds	362,877	769,827
Trust funds	76,666	162,591
Revolving funds	261,985	556,593
American Rescue Plan funds	2,869	6,084

SECTION 2. Funds appropriated by this part shall be allotted by the director of finance to the appropriate state departments for expenditure in the respective fiscal year for the purposes of this part.

H.B. NO. 1033

## PART II

SECTION 3. There are appropriated from the sources of funding indicated below to collective bargaining statewide (BUF 102) the following sums or so much thereof as may be necessary to fund for fiscal biennium 2025-2027 the salary increases and other cost adjustments authorized by chapter 89C, Hawaii Revised Statutes, for state officers and employees who are excluded from collective bargaining and belong to the same compensation plans as those officers and employees within bargaining unit (7):

	<u>FY 2025-2026</u>	<u>FY 2026-2027</u>
General funds	2,200,199	4,738,762
Special funds	344,432	731,751
Federal funds	11,406	24,189
Revolving funds	8,934	19,239

SECTION 4. Funds appropriated by this part shall be allotted by the director of finance to the appropriate state departments for expenditure in the respective fiscal year for the purposes of this part.

## PART III

SECTION 5. There are appropriated from the source of funding indicated below to health premium payments (BUF 761) the

H.B. NO. 1033

1 following sums or so much thereof as may be necessary to fund  
2 for fiscal biennium 2025-2027 all collective bargaining cost  
3 items in the agreement negotiated with the exclusive  
4 representative of collective bargaining unit (7):

	<u>FY 2025-2026</u>	<u>FY 2026-2027</u>
5 General funds	-0-	-0-

7 SECTION 6. Funds appropriated by this part shall be  
8 allotted by the director of finance to the appropriate state  
9 departments for expenditure in the respective fiscal year for  
10 the purposes of this part.

11 Part IV

12 SECTION 7. There are appropriated from the source of  
13 funding indicated below to health premium payments (BUF 761) the  
14 following sums or so much thereof as may be necessary to fund  
15 for fiscal biennium 2025-2027 the salary increases and other  
16 cost adjustments authorized by chapter 89C, Hawaii Revised  
17 Statutes, for state officers and employees who are excluded from  
18 collective bargaining and belong to the same compensation plans  
19 as those officers and employees within bargaining unit (7):

	<u>FY 2025-2026</u>	<u>FY 2026-2027</u>
20 General funds	-0-	-0-

H.B. NO. 1033

SECTION 8. Funds appropriated by this part shall be allotted by the director of finance to the appropriate state departments for expenditure in the respective fiscal year for the purposes of this part.

Part V

SECTION 9. Salary increases and cost adjustments provided in this Act for any officer or employee whose compensation is paid, in whole or in part, from federal, special, or other funds shall be paid wholly or proportionately, as the case may be, from the respective funds.

SECTION 10. Funds appropriated or authorized by this Act that are not expended or encumbered by June 30, 2026, and June 30, 2027, of the respective fiscal years, shall lapse as of those dates.

SECTION 11. This Act shall take effect on July 1, 2025.

INTRODUCED BY:

Neelke K. Mahum

BY REQUEST

JAN 21 2025

# H.B. NO. 1033

**Report Title:**

Public Employment Cost Items; BU-7

**Description:**

Provides appropriations for collective bargaining cost items for the members of Unit (7) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.

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

JUSTIFICATION SHEET

DEPARTMENT: Budget and Finance

TITLE: A BILL FOR AN ACT RELATING TO PUBLIC EMPLOYMENT COST ITEMS.

PURPOSE: To provide appropriations for collective bargaining cost items and other public employment costs for the members of Unit (7) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.

MEANS: By the submittal of a specific appropriation measure.

JUSTIFICATION: Appropriations by the Legislature are necessary to cover the expected cost of implementing the collective bargaining agreement negotiated between the State and the respective bargaining unit representing state public officers and employees for the fiscal biennium commencing July 1, 2025.

Inasmuch as an agreement with the bargaining unit was not reached in time to include all cost items in the 2025-2027 biennium budget, a separate measure is proposed for submittal to the Legislature.

Impact on the public: "[I]t is the public policy of the State to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government. These policies are best effectuated by: (1) Recognizing the right of public employees to organize for the purpose of collective bargaining; (2) Requiring public employers to negotiate with and enter into written agreements with exclusive representatives on matters of wages, hours, and other conditions of employment, while, at the same time,

maintaining the merit principle pursuant to section 76-1 . . . ." (Section 89-1(b), Hawaii Revised Statutes).

Impact on the department and other agencies:  
Pay raise and other negotiated cost items are not included in the departments' operating budget request.

GENERAL FUND:           FY 2025-26: \$16,099,195  
                          FY 2026-27: \$35,828,881  
                          EUTF: To be determined.

OTHER FUNDS:           FY 2025-26: \$1,885,957  
                          FY 2026-27: \$4,004,066

PPBS PROGRAM  
DESIGNATION:           BUF 102, Collective Bargaining Statewide.

OTHER AFFECTED  
AGENCIES:              None.

EFFECTIVE DATE:        July 1, 2025.