

EXECUTIVE ORDER NO. 15-02
(EMCP Employees Excluded From Bargaining Units 2, 4, 9, 10, 11 and 13)

WHEREAS, under chapter 89C of the Hawaii Revised Statutes, the Governor is granted the authority to make adjustments to the wages, hours, benefits, and other terms and conditions of employment for elected and appointed officials, and employees in the Executive Branch who are excluded from collective bargaining coverage; and

WHEREAS, for excluded employees who are civil service employees under the same classification systems as employees within collective bargaining units, chapter 89C requires that the adjustments be "not less than" those provided under the collective bargaining agreements for employees hired on a comparable basis; and

WHEREAS, chapter 89C also requires that the 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, chapter 76-1(3) provides that the human resource program be administered to provide incentives for competent employees within the service, whether financial or promotional opportunities and other performance based group and individual awards that encourage continuous improvement to achieve superior performance; and

WHEREAS, chapter 89C provides for variable adjustments based on performance or other job criteria and further allows for specific adjustments based on the nature of work performed or working conditions; and

WHEREAS, chapter 76-22.5 provides for the Director of Human Resources Development to seek continuous improvements to streamline the recruitment process including developing efficient alternatives to ensure the availability of qualified applicant pools; and

WHEREAS, the Director of Human Resources Development has recommended to the Governor the adjustments specified in this Executive Order for Excluded Managerial Compensation Plan (EMCP) employees in the executive branch;

NOW, THEREFORE, I, David Y. Ige, Governor of Hawai'i, pursuant to my executive authority under articles V and VII of the Constitution of the State of Hawai'i, the provisions of chapters 37 and 89C of the Hawaii Revised Statutes, and all other applicable authority, do hereby order the following for civil service EMCP employees excluded from BUs 2, 4, 9, 10, 11, and 13 (unless otherwise indicated):

HOURS OF WORK, OVERTIME, AND PREMIUM PAY

Standby Pay – See Attachment A

Applicable to EMCP employees excluded from BU 2 who are entitled to earn overtime.

Time Off for Overtime Worked – See Attachment B

Applicable to EMCP employees excluded from BU 2 who are entitled to earn overtime.

REIMBURSEMENTS, ALLOWANCES AND LIABILITY PAYMENTS

Hawai'i Employer-Union Health Benefits Trust Fund – See Attachment C

Applicable to EMCP employees excluded from BUs 2, 4, 9, 10, and 11.

COMPENSATION

A. Salary Adjustments

1. *Applicable to EMCP employees excluded from BU 4.*
 - a. The salary schedule in effect on June 30, 2015 shall be designated as Exhibit 1.
 - b. Subject to the approval of the respective legislative bodies and effective July 1, 2015, in accordance with Exhibit 1, Employees shall receive the greater of A.1.b.1) or A.1.b.2) below:
 - 1) Employees eligible for Within Range Progression (WIRP) increases from July 1, 2009 to June 30, 2015 based on their satisfactory creditable service shall receive up to a maximum of four (4) WIRP increases on July 1, 2015 without any retroactive payment; provided that the Employee's new pay shall not be more than the maximum rate of the applicable EM salary range on Exhibit 1. If the sum of the Employee's existing pay plus WIRPs exceed the maximum rate, the Employee's new pay shall equal the maximum rate.

For purposes of this executive order, "creditable service" for WIRP increases shall mean employment in any position in the EMCP within the State Executive Branch (excluding the Department of Education, University of Hawai'i and Hawai'i Health Care Systems Corporation), provided there is no break in service;

or,
 - 2) Employees who are employed in the EMCP as of June 30, 2015 shall receive a four percent (4.00%) increase to their basic rate of pay; provided that the Employee's new pay shall not be more than the maximum rate of the applicable EM salary range on Exhibit 1. If the sum of the Employee's existing pay plus four percent (4.00%) exceeds the maximum rate, the Employee's new pay shall equal the maximum rate.
 - c. Subject to the approval of the respective legislative bodies and effective January 1, 2016
 - 1) The salary schedule in effect on December 31, 2015 shall be replaced with the salary schedule in Exhibit 2.

- 2) Following A.1.c.1) above, Employees shall continue to receive their existing basic rate of pay provided Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
 - d. Subject to the approval of the respective legislative bodies and effective January 1, 2017
 - 1) Employees who are employed as of December 31, 2016 shall receive a four and one-half percent (4.50%) increase to their basic rate of pay.
 - 2) Following A.1.d.1) above, Exhibit 2 shall be replaced with the salary schedule in Exhibit 3. Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
 - e. For the period July 1, 2015 to June 30, 2017, there shall be no further WIRP increases.
2. *Applicable to EMCP employees excluded from BU 9.*
 - a. The higher of the BU 32 (BU 9 EMCP) minimum and maximum rates or the BU 9 minimum and maximum rates on the equivalent salary range shall be utilized.
 - b. Subject to the approval of the respective legislative bodies and effective July 1, 2015

Employees who are employed as of June 30, 2015 shall receive a four and one-half percent (4.50%) increase to their basic rate of pay, provided that the Employee's new pay shall not be more than the maximum rate of the salary range.
 - c. Effective January 1, 2016
 - 1) The salary schedule in effect on December 31, 2015 shall be replaced with the salary schedule in Exhibit 2.
 - 2) Following A.2.c.1) above, Employees shall continue to receive their existing basic rate of pay provided Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
 - d. Subject to the approval of the respective legislative bodies and effective July 1, 2016

Employees who are employed as of June 30, 2016 shall receive a four and one-half percent (4.50%) increase to their basic rate of pay; provided the Employee's new pay shall not be more than the maximum rate of the applicable salary range.

- e. Effective January 1, 2017
 - 1) The salary schedule in effect on December 31, 2016 shall be replaced with the salary schedule in Exhibit 3.
 - 2) Following A.2.e.1) above, Employees shall continue to receive their existing basic rate of pay provided Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
- f. For the period July 1, 2015 to June 30, 2017, there shall be no further WIRP increases.

3. *Applicable to EMCP employees excluded from BU 2 and 10.*

- a. Effective January 1, 2016
 - 1) The salary schedule in effect on December 31, 2015 shall be replaced with the salary schedule in Exhibit 2.
 - 2) Following A.3.a.1) above, Employees shall continue to receive their existing basic rate of pay provided Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
- b. Effective January 1, 2017
 - 1) The salary schedule in effect on December 31, 2016 shall be replaced with the salary schedule in Exhibit 3.
 - 2) Following A.3.b.1) above, Employees shall continue to receive their existing basic rate of pay provided Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.

4. *Applicable to EMCP employees excluded from BU 11.*

(The following salary adjustments shall supersede the January 1, 2016; July 1, 2016; and January 1, 2017 salary adjustments previously

authorized in Executive Order 14-01, Attachment B.)

- a. The higher of the BU 34 (BU 11 EMCP) minimum and maximum rates or the BU 11 minimum and maximum rates on the equivalent salary range shall be utilized.
- b. Subject to the approval of the respective legislative bodies and effective January 1, 2016
 - 1) Employees who are employed as of December 31, 2015 shall receive a two percent (2.00%) increase to their basic rate of pay.
 - 2) Following A.4.b.1) above, the salary schedule in effect on December 31, 2015 shall be replaced with the salary schedule in Exhibit 2. Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
 - 3) Employees eligible for WIRP increases from January 1, 2016 through June 30, 2016, shall receive their WIRP increases on their WIRP dates, subject to the maximum rate of the applicable salary range.
- c. Subject to the approval of the respective legislative bodies and effective July 1, 2016
 - 1) Employees who are employed as of June 30, 2016 shall receive a five percent (5.00%) increase to their basic rate of pay, provided that the Employee's new pay shall not be more than the maximum rate of the salary range.
 - 2) Employees eligible for WIRP increases from July 1, 2016 through December 31, 2016, shall receive their WIRP increases on their WIRP dates, subject to the maximum rate of the applicable salary range.
- d. Effective January 1, 2017
 - 1) The salary schedule in effect on December 31, 2016 shall be replaced with the salary schedule in Exhibit 3.
 - 2) Following A.4.d.1) above, Employees shall continue to receive their existing basic rate of pay provided Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.

- 3) Employees eligible for WIRP increases from January 1, 2017 through June 30, 2017, shall receive their WIRP increases on their WIRP dates, subject to the maximum rate of the applicable salary range.

5. *Applicable to EMCP employees excluded from BU 13.*

(The following salary adjustments shall supersede the January 1, 2016 and January 1, 2017 salary adjustments previously authorized in Executive Order 13-11, Attachment C.)

- a. Subject to the approval of the respective legislative bodies and effective January 1, 2016
 - 1) Employees who are employed as of December 31, 2015 shall receive a four and one-half percent (4.50%) increase to their basic rate of pay.
 - 2) Following A.5.a.1) above, the salary schedule in effect on December 31, 2015 shall be replaced with the salary schedule in Exhibit 2. Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
- b. Subject to the approval of the respective legislative bodies and effective January 1, 2017
 - 1) Employees who are employed as of December 31, 2016 shall receive a four and one-half percent (4.50%) increase to their basic rate of pay.
 - 2) Following A.5.b.1) above, the salary schedule in effect on December 31, 2016 shall be replaced with the salary schedule in Exhibit 3. Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
- c. For the period July 1, 2015 to June 30, 2017, there shall be no further WIRP increases.

B. Performance Bonus

1. Effective October 1 of each year, Employees employed on October 1, who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations for the immediately preceding fiscal year, shall

receive a one-time lump sum bonus of two percent (2.00%) of their June 30 annual basic rate of pay. The bonus shall not increase the Employees' base pay.

2. The Employee must have occupied an EMCP position for at least six months of the applicable July 1 to June 30 evaluation period to be eligible for the performance bonus.
3. If the Employee occupied an EMCP position for at least six months, but less than twelve months, the bonus shall be prorated on the basis of the number of whole months (drop fractions of a month) the Employee occupied an EMCP position.
4. If the Employee was compensated at different EMCP salary ranges during the evaluation period, the amount of the bonus shall be averaged on the basis of the highest salary at each level, based upon the number of months at each level. In the event of the fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.
5. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications.
6. Departments must be able to fund the cost of the performance bonus within their existing budgets.

C. In-Grade Compensation Adjustment for Increase in the Scope and Complexity of Work

1. Effective January 1, 2016, a two percent (2.00%) in-grade compensation adjustment, not to exceed the maximum of the salary range, may be authorized by the appointing authority for employees whose scope and complexity of work has expanded but remains characteristic of their existing salary range.

The additional duties and responsibilities must be substantial as demonstrated in an increase in the accountability; critical thinking; problem solving; decision making; knowledge, skills, and expertise; and/or communication skills of the employee.

2. An increase in workload shall not be a basis for an in-grade compensation adjustment.
3. In-grade adjustments shall be limited to one every 12 months from the last in-grade adjustment. However, certain professions, such as Information Technology, that require rapidly developing knowledge, skills, and abilities

may be authorized for one in-grade adjustment every 6 months from the last in-grade adjustment. Requests for approval to authorize in-grade adjustments every 6 months for a specific career group shall be made to the Director of Human Resources Development.

4. All current and future costs of any in-grade adjustment shall be accommodated from existing program budget allocations and shall not require or serve as the sole basis for future supplemental program budget requests. Certification of availability of funds is required.
5. The Director of Human Resources Development may develop further guidelines to implement in-grade adjustments.

IT IS FURTHER ORDERED that this Executive Order shall not apply to:

(1) employees of public charter schools and the Department of Education; (2) the University of Hawai'i; (3) employees hired for 89 days or less; and (4) those Executive Branch employees whom I later determine shall not receive the aforementioned adjustments; and

IT IS FURTHER ORDERED that this Executive Order is not intended to create, and shall not create, any rights or benefits, whether substantive or procedural, or enforceable at law or in equity, against the State of Hawai'i or its agencies, departments, entities, employees, or any other person; and

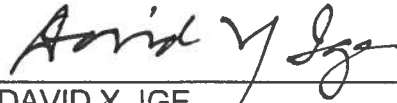
IT IS FURTHER ORDERED that these provisions are subject to amendment by Executive Order.

The Director of Human Resources Development shall be responsible for the uniform administration of this Executive Order and is authorized to make any interpretations and may develop guidelines concerning the applicability of this Executive Order to employees of the State Executive Branch who are excluded from collective bargaining coverage.

DONE at the State Capitol, Honolulu,

State of Hawai'i, this 10th day of

August, 2015.



DAVID Y. IGE
Governor

APPROVED AS TO FORM:



for _____
DOUGLAS S. CHIN
Attorney General

Bargaining Unit 02
TENTATIVE AGREEMENT
Employer SKN
Union AT
Date 4/17/15

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ARTICLE 26 – STANDBY PAY

A. An Employee shall be deemed to be on standby duty when the Employee is assigned by the head of the department or other superior to remain at home or at any other designated place for a specific period for the purpose of responding to calls for immediate service after the Employee's normal hours of work, on the Employee's scheduled day off or on holidays. ~~[For each calendar day or portion thereof of standby duty, the Employee shall be paid an additional amount equal to twenty-five percent (25%) of the Employee's daily rate.]~~

B. The Employee shall be paid an additional amount equal to twenty-five percent (25%) of the Employee's daily rate for each portion of standby work to which the Employee is assigned during the calendar day. Payment for standby work shall be for a maximum of two "portions" of standby work per calendar day. An Employee who is called back to work during standby duty on a day off shall not receive an additional portion of standby duty as a result of being called back to work. A call back to work does not create additional portions of standby duty.

~~[B]C.~~ Whenever it is necessary for an Employee on standby duty to render immediate service in response to a call to work, the Employee shall be entitled to further compensation as provided in the Call-Back Pay provision contained herein.

~~[C]D.~~ The Union and Employer agree that the Employer may provide pagers and/or cellular telephones for the Employee's convenience in responding to calls from work. Employees who are provided pagers and/or cellular telephones in lieu of remaining at home for the purpose of responding to calls for immediate service shall be entitled to standby pay after the Employee's normal hours of work, on the Employee's scheduled day off or on holidays with the following conditions:

1 1. The Employee has written authorization by the Employer that the Employee is on
2 standby duty.

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4 2. The Employee shall respond to a call for immediate service within the same
5 period as if the Employee remained at home.

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7 3. The Employee remains in a geographic location where the Employee can receive
8 a pager or cellular call and responds to a call for immediate service.

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Bargaining Unit 02
TENTATIVE AGREEMENT
Employer UKN
Union [Signature]
Date 4/17/15

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ARTICLE 24 – TIME OFF FOR OVERTIME WORKED

Whenever a non-shift Employee works at least [~~eighteen (18)~~] sixteen (16) hours within the twenty-four (24) hour period immediately prior to the start of the Employee's scheduled workday, the Employer shall excuse the Employee from work on such workday, with pay, unless the services of such Employee are needed due to an emergency affecting the public health or safety and replacements are not available. In the event of such an emergency, such Employee shall be excused from work as soon as possible when the emergency no longer exists.

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HAWAI'I EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

Delete the existing language in this Article in its entirety and replace with the following:

"Health Benefit Plan" shall mean the medical PPO, HMO, prescription drug, dental, vision and dual coverage medical plans.

A. Effective July 1, 2015

Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised Statutes, the Employer shall pay monthly contributions which include the cost of any Hawaii Employer-Union Health Benefits Trust Fund (Trust Fund) administrative fees to the Trust Fund effective July 1, 2015, not to exceed the monthly contribution amounts as specified below:

1. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefits plans:

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER CONTRIBUTION</u>
<u>a. Medical (PPO or HMO) (medical & chiro)</u>	<u>\$228.38</u>
<u>b. Dental</u>	<u>\$ 18.40</u>
<u>c. Vision</u>	<u>\$ 3.84</u>
<u>d. Dual coverage (medical, drug & chiro)</u>	<u>\$ 25.50</u>
<u>e. Drug Plan</u>	<u>\$ 63.12</u>

The Employer shall pay the same monthly contribution for each member enrolled in a self only medical plan (PPO or HMO), regardless of which plan is chosen.

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2 **2. For each Employee-Beneficiary with one dependent-beneficiary**
3 **enrolled in the following Trust Fund health benefit plans:**

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER</u>
	<u>CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical & chiro)</u>	<u>\$545.10</u>
b. <u>Dental</u>	<u>\$ 36.82</u>
c. <u>Vision</u>	<u>\$ 7.08</u>
d. <u>Dual coverage (medical, drug & chiro)</u>	<u>\$ 63.36</u>
e. <u>Drug Plan</u>	<u>\$153.36</u>

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13 **The Employer shall pay the same monthly contribution for each member**
14 **enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is**
15 **chosen.**

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17 **3. For each Employee-Beneficiary with two or more dependent-**
18 **beneficiaries enrolled in the following Trust Fund health benefit plans:**

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER</u>
	<u>CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical & chiro)</u>	<u>\$704.28</u>
b. <u>Dental</u>	<u>\$ 60.56</u>
c. <u>Vision</u>	<u>\$ 9.26</u>
d. <u>Dual coverage (medical, drug & chiro)</u>	<u>\$ 70.44</u>
e. <u>Drug Plan</u>	<u>\$195.40</u>

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28 **The Employer shall pay the same monthly contribution for each member**
29 **enrolled in a family medical plan (PPO or HMO), regardless of which plan is chosen.**
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1 **4. For each Employee-Beneficiary enrolled in the Trust Fund group life**
2 **insurance plan, the Employer shall pay \$4.12 per month which reflects one hundred**
3 **percent (100%) of the monthly premium and any administrative fees.**

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5 **C. Effective July 1, 2016**

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7 **Effective July 1, 2016 for plan year 2016-2017, with the exception of items 1a.,**
8 **2a., 3a., and 4., which shall be the dollar amounts noted, the Employer shall pay a**
9 **specific dollar amount equivalent to sixty percent (60%) of the final premium rates**
10 **established by the Trust Fund Board for the respective health benefit plan, plus**
11 **sixty percent (60%) of all administrative fees.**

12
13 **1. The amounts paid by the Employer shall be based on the plan year**
14 **2016-2017 final monthly premium rates established by the Trust Fund for each**
15 **Employee-Beneficiary with no dependent-beneficiaries enrolled in the following**
16 **Trust Fund health plans:**

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18 **a. Medical (PPO or HMO) (medical & chiro) \$238.38**
19 **b. Dental**
20 **c. Vision**
21 **d. Dual coverage (medical, drug & chiro)**
22 **e. Drug Plan**

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24 **The Employer shall pay the same monthly contribution for each member**
25 **enrolled in a self only medical plan (PPO or HMO), regardless of which plan is**
26 **chosen.**

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28 **2. The amounts paid by the Employer shall be based on the plan year**
29 **2016-2017 final monthly premium rates established by the Trust Fund for each**
30 **Employee-Beneficiary with one dependent-beneficiary enrolled in the following**
31 **Trust Fund health plans:**

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- a. Medical (PPO or HMO) (medical & chiro) \$565.10
- b. Dental
- c. Vision
- d. Dual coverage (medical, drug & chiro)
- e. Drug Plan

The Employer shall pay the same monthly contribution for each member enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is chosen.

3. The amounts paid by the Employer shall be based on the plan year 2016-2017 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the following Trust Fund health plans:

- a. Medical (PPO or HMO) (medical & chiro) \$734.28
- b. Dental
- c. Vision
- d. Dual coverage (medical, drug & chiro)
- e. Drug Plan

The Employer shall pay the same monthly contribution for each member enrolled in a family medical plan (PPO or HMO), regardless of which plan is chosen.

4. For each Employee-Beneficiary enrolled in the Trust Fund group life insurance plan, the Employer shall pay no more than \$4.12 per month which reflects one hundred percent (100%) of the monthly premium. The Employer shall also pay one hundred percent (100%) of any administrative fees.

1 **D. No later than three (3) weeks after the Trust Fund Board formally**
2 **establishes and adopts the final premium rates for Fiscal Years 2015-2016 and**
3 **2016-2017, the Office of Collective Bargaining shall distribute the final calculation of**
4 **the Employers' monthly contribution amounts for each health benefit plan.**

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6 **E. Payment For Plans Eliminated Or Abolished. The Employer shall**
7 **make no payments for any and all premiums for any portion or part of a Trust Fund**
8 **health benefit plan that the Trust Fund Board eliminates or abolishes.**

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10 **F. Rounding Employer's Monthly Contribution. Whenever the**
11 **Employer's monthly contribution (premium plus administrative fee) to the Trust**
12 **Fund is less than one hundred percent (100%) of the monthly premium amount,**
13 **such monthly contribution shall be rounded to the nearest cent as provided below:**

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15 **1. When rounding to the nearest cent results in an even amount, such**
16 **even amount shall be the Employer's monthly contribution. For example:**

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18 **(a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)**

19 **(b) \$11.382 = \$11.38 = \$11.38 (Employer's monthly contribution)**

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21 **2. When rounding to the nearest cent results in an odd amount, round**
22 **to the lower even cent, and such even amount shall be the Employer's monthly**
23 **contribution. For example:**

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25 **(a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)**

26 **(b) \$11.386 = \$11.39 = \$11.38 (Employer's monthly contribution)**

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28 **Employer contributions effective July 1, 2015 and July 1, 2016, for Items 1a,**
29 **2a, and 3a, reflect the rounding described in Item F.**

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1 **Employer contributions effective July 1, 2015 and July 1, 2016, shall be**
2 **rounded as described in Item F after administrative fees have been determined by**
3 **the Trust Fund Board.**

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5 **G. If an agreement covering periods beyond the term of this Agreement**
6 **is not executed by June 30, 2017, Employer contributions to the Trust Fund shall be**
7 **the same monthly contribution amounts paid in plan year 2016-2017 for the Health**
8 **Benefit Plan approved by the Trust Fund including monthly administrative fee.**

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Effective Date: 07/01/2014
 Bargaining Unit: 30, 31 Excluded Managerial

Grade	EM 01			EM 02			EM 03			EM 04			EM 05			EM 06		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
	63,852	5,321	30.70	67,020	5,585	32.22	70,404	5,867	33.85	73,908	6,159	35.53	77,616	6,468	37.32	81,480	6,790	39.17
	90,852	7,571	43.68	95,436	7,953	45.88	100,176	8,348	48.16	105,204	8,767	50.58	110,448	9,204	53.10	116,016	9,668	55.78
	121,776	10,148	58.55	127,860	10,655	61.47	131,688	10,974	63.31	135,672	11,306	65.23	139,728	11,644	67.18			
	85,560	7,130	41.13	89,820	7,485	43.18	92,544	7,712	44.49	95,328	7,944	45.83	98,208	8,184	47.22			
	329.04	329.04	41.13	345.44	345.44	43.18	355.92	355.92	44.49	366.64	366.64	45.83	377.76	377.76	47.22			
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
	EM 07	EM 07	EM 07	EM 08	EM 08	EM 08	ES 01	ES 01	ES 01	ES 02	ES 02	ES 02	ES 03	ES 03	ES 03			

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2016
Bargaining Unit: 30, 31, 32, 33, 34, 35 Excluded Managerial

Grade	Frequency	EM 07		EM 08	ES 01	ES 02	ES 03
		Min	Max				
EM 01	Annual	68,640	114,240	EM 07	ES 01	ES 02	ES 03
	Monthly	5,720	9,520				
	8 hour Hourly	264.00	439.36				
EM 02	Annual	72,048	119,976	EM 08	ES 01	ES 02	ES 03
	Monthly	6,004	9,998				
	8 hour Hourly	277.12	461.44				
EM 03	Annual	75,684	125,964	ES 01	ES 01	ES 02	ES 03
	Monthly	6,307	10,497				
	8 hour Hourly	291.12	484.48				
EM 04	Annual	79,464	132,252	ES 02	ES 01	ES 02	ES 03
	Monthly	6,622	11,021				
	8 hour Hourly	305.6	508.64				
EM 05	Annual	83,472	138,864	ES 03	ES 01	ES 02	ES 03
	Monthly	6,956	11,572				
	8 hour Hourly	321.04	534.08				
EM 06	Annual	87,612	144,780	ES 03	ES 01	ES 02	ES 03
	Monthly	7,301	12,065				
	8 hour Hourly	336.96	556.88				

Grade	Frequency	EM 07		EM 08	ES 01	ES 02	ES 03
		Min	Max				
EM 01	Annual	91,992	153,096	EM 07	ES 01	ES 02	ES 03
	Monthly	7,666	12,758				
	8 hour Hourly	353.84	588.80				
EM 02	Annual	96,588	160,776	EM 08	ES 01	ES 02	ES 03
	Monthly	8,049	13,398				
	8 hour Hourly	371.52	618.4				
EM 03	Annual	99,504	165,600	ES 01	ES 01	ES 02	ES 03
	Monthly	8,292	13,800				
	8 hour Hourly	382.72	636.96				
EM 04	Annual	102,480	170,532	ES 02	ES 01	ES 02	ES 03
	Monthly	8,540	14,211				
	8 hour Hourly	394.16	655.92				
EM 05	Annual	105,576	175,680	ES 03	ES 01	ES 02	ES 03
	Monthly	8,798	14,640				
	8 hour Hourly	406.08	675.68				
EM 06	Annual	105,576	175,680	ES 03	ES 01	ES 02	ES 03
	Monthly	8,798	14,640				
	8 hour Hourly	406.08	675.68				

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2017
Bargaining Unit: 30, 31, 32, 33, 34, 35 Excluded Managerial

Grade	EM 01			EM 02			EM 03			EM 04			EM 05			EM 06		
	Min	Max	Hourly	Min	Max	Hourly	Min	Max	Hourly	Min	Max	Hourly	Min	Max	Hourly	Min	Max	Hourly
EM 01	72,624	120,864	34.92	76,224	126,936	34.92	80,076	133,272	38.5	84,072	139,920	40.42	88,308	146,916	42.46	92,688	153,180	44.56
	6,052	10,072	279.36	6,352	10,578	293.2	6,673	11,106	308.00	7,006	11,660	323.36	7,359	12,243	339.68	7,724	12,765	356.48
	464.88	464.88	58.11	488.24	488.24	61.03	512.56	512.56	64.07	538.16	538.16	67.27	565.04	565.04	70.63	589.12	589.12	73.64
	374.32	622.96	46.79	393.04	654.24	49.13	404.88	673.84	50.61	417.04	693.92	52.13	429.6	714.88	53.7	449.6	714.88	53.7
	8,111	13,498	81.78	8,516	14,175	81.78	8,773	14,600	84.23	9,035	15,035	86.74	9,308	15,489	89.36	9,581	15,940	91.87
	97,332	161,976	77.87	102,192	170,100	77.87	105,276	175,200	84.23	108,420	180,420	86.74	111,696	185,868	89.36	115,000	191,000	91.87
	Annual	Monthly	8 hour	Annual	Monthly	8 hour	Annual	Monthly	8 hour	Annual	Monthly	8 hour	Annual	Monthly	8 hour	Annual	Monthly	8 hour
	EM 07	EM 08	EM 07	EM 08	EM 08	EM 07	ES 01	ES 02	ES 03	ES 01	ES 02	ES 03	ES 01	ES 02	ES 03	ES 01	ES 02	ES 03