1) Duration: Two year agreement effective July 1, 2013 - June 30, 2015

2) Salaries (Article 39)
   a) Salary adjustments were subject to approval of the respective legislative bodies.
   b) Effective July 1, 2013
      • 5% temporary salary waiver ends and employees restored to their pay rate as of June 30, 2009.
      • Salary schedule amended to reflect a 4% across-the-board salary increase.
   c) Effective July 1, 2014
      • Employees receive a 2 step adjustment in pay.
      • Employees at the last step of their pay range receive a lump sum payment equivalent to 4% of their annual salary.
      • Employees at the second to last step of their pay range will receive a 1 step adjustment and a lump sum payment equivalent to 2% of their annual salary.

3) Hawaii Employer-Union Health Benefits Trust Fund (Article 40)
   a) Effective July 1, 2013
      • Employer monthly contribution limit per benefit plan will be equivalent to 60% of premium rates established plus administrative fees.
      • Employer monthly medical plan contribution will be based off of 60% of the HMSA PPO 80/20 plan rates.
   b) Effective July 1, 2014
      • Employer monthly contribution limit per benefit plan will be equivalent to 60% of premium rates established by the Trust Fund Board for the respective health benefit plan plus 60% of administrative costs.
      • Employer monthly medical plan contribution limit is the 7/1/2013 contribution amount plus:
         (1) $10 for single coverage
         (2) $20 for two party coverage
         (3) $30 for family coverage
   c) For the entire contractual period, the Employer contribution for employee life insurance is 100% of premium and all administrative fees.
d) The employer contributions to the Trust Fund, including the monthly administrative fee, shall be same monthly contribution as plan year 2014-2015 level, if a successor agreement is not executed by June 30, 2015.

4) Memorandum of Understanding regarding Supplemental Time Off/Professional Development Days with pay

a) MOU is applicable to current 11-month and 9-month employees who were subjected to the 5% salary reduction in both FY 2012 & 2013.

b) 4 work days preceding New Year’s Day
   - Calendar year 2013 - December 26, 27, 30 and 31
   - Calendar year 2014 - December 26, 29, 30 and 31

c) If an employee is required to work, the employee shall receive a comparable leave day(s) within the applicable fiscal year with the concurrence of the supervisor.

d) If the Employer provides its employees in other bargaining units (BU 1, 2, 3, 4, 7, 9 and 10) with any type or form of Supplemental Time Off during the term of this MOU, all Unit 8 employees shall be provided an equivalent amount of days over and above these Supplemental Time Off/Professional Development leave days. The additional time off will be taken at a later date within the applicable fiscal year with the concurrence of the supervisor.

e) The Employer and Union agree to resolve issues that may arise from implementation of this MOU.