

EXECUTIVE ORDER NO. 13- 11

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 89C provides that each appropriate authority shall determine the adjustments that are relevant for their respective excluded employees who are exempt from civil service in consideration of the compensation and benefit packages provided for other employees in comparable agencies; and

WHEREAS, Executive Order No. 13-09 provided adjustments for employees excluded from Bargaining Unit 13 (“BU 13”) for the period July 1, 2013 through June 30, 2015; and

WHEREAS, said Executive Order also recognized the possibility of changes to the adjustments provided therein in the event of a negotiated settlement for BU 13; and

WHEREAS, the State, Judiciary, Hawai'i Health Systems Corporation, City and County of Honolulu, and Counties of Hawai'i, Maui and Kaua'i have entered into agreements with the Hawai'i Government Employees Association, as the exclusive representatives for BU 13, for the July 1, 2013 through June 30, 2017 collective bargaining agreement; and

WHEREAS, consistent with the agreed-upon terms and conditions, the Director of Human Resources Development has recommended to the Governor that the adjustments specified in this Executive Order for elected and appointed officials and employees within the executive branch who are excluded from BU 13 shall supersede Executive Order No. 13-09;

NOW, THEREFORE, I, Neil Abercrombie, 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 and exempt employees excluded from BU 13; employees in the Excluded Managerial Compensation Plan (EMCP) excluded from BU 13; and elected and appointed officials:

Working Condition Differential – See Attachment A.

This adjustment is applicable to employees in the EMCP excluded from BU 13 and exempt and civil service employees excluded from BU 13.

Salaries – See Attachment B.

This adjustment is applicable to non-EMCP exempt and civil service employees excluded from BU 13.

Salaries – See Attachment C.

This adjustment is applicable to employees in the EMCP excluded from BU 13.

Hawai'i Employer-Union Health Benefits Trust Fund - See Attachment D.
This adjustment is applicable to elected and appointed officials;
employees in the EMCP excluded from BU 13 and exempt and civil
service employees excluded from BU 13.

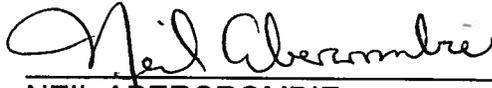
IT IS FURTHER ORDERED that this Executive Order does not apply to:

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

IT IS FURTHER ORDERED that this Executive Order is not intended to create, and does 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;

The Director of Human Resources Development shall be responsible for the uniform administration of this Executive Order and is authorized to make any interpretations 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 5th day of
December, 2013


NEIL ABERCROMBIE
Governor

APPROVED AS TO FORM:


RUSSELL A. SUZUKI
Acting Attorney General

ATTACHMENT A

This adjustment is applicable to employees in the EMCP excluded from BU 13; and exempt and civil service employees excluded from BU 13.

Bargaining Unit 13
Tentative Agreement
Union 14
Employer Henry
Date 10.1.13

ARTICLE 44 - WORKING CONDITION DIFFERENTIAL

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A. All Employees at Hawai'i State Hospital will be entitled to a differential because of unusual or unique working conditions in having contact with patients who are ordered by the courts pursuant to Chapters 704 and 706, HRS, to be in the custody of the Director of Health or who are adult inmates who were transferred from a correctional institution under Chapter 334, HRS. Employees shall be paid in addition to their basic compensation, a differential of ~~[fifty cents (\$.50)]~~ **one dollar (\$1.00)** per hour for each hour of work performed.

B. Employees of the Hawai'i Health Systems Corporation shall be entitled to a differential because of unusual or unique working conditions whenever working with a patient who is sent to a HHSC facility because of an order by the courts pursuant to Chapters 704 and 706, HRS, to be in the custody of the Director of Health; or when an adult inmate is transferred from a correctional institution under Chapter 334, HRS, to a HHSC facility; or when a patient that has been recommended for placement into the Hawai'i State Hospital is placed temporarily in the HHSC facility. All Employees assigned to such patient care unit shall be entitled to a differential of ~~[fifty cents (\$.50)]~~ **one dollar (\$1.00)** per hour for each hour of work performed while on such assignment. The differential will remain until such time as the patient is removed from the location or is released from said custody into regular patient status.

C. Employees assigned to correctional facilities shall be entitled to a differential because of unusual or unique working conditions. Such Employees shall be paid, in addition to their basic compensation, a differential of ~~[fifty cents (\$.50)]~~ **one dollar** per hour for each hour of work performed at such location.

ATTACHMENT A

1 D. In administering paragraphs A, B, and C above, and for
2 purposes of granting differential pay for a portion of an hour, the Employee will
3 be paid [~~twenty-five cents (\$.25)~~] fifty cents (\$.50) for one-half (1/2) hour or less
4 of work and [~~fifty cents (\$.50)~~] one dollar (\$1.00) for more than one-half (1/2)
5 hour of work.

6
7 E. The Employer, in consultation with the Union, may terminate the
8 differentials provided by this section upon reclassification of an affected
9 Employee's position to a higher classification because of the unusual or unique
10 working conditions which qualified the Employee for the differential or because
11 such conditions cease to exist.

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ATTACHMENT B

This adjustment is applicable to non-EMCP exempt and civil service employees excluded from BU 13

SALARIES

The exhibits in this attachment refer to the exhibits in the BU 13 tentative agreement for the period July 1, 2013 to June 30, 2017.

- A. The salary schedule in effect on June 30, 2009 shall be designated as Exhibit A.
- B. Subject to the approval of the respective legislative bodies and effective July 1, 2013:
 - 1. The salary schedule designated as Exhibit A shall be amended to reflect a four percent (4%) increase and such amended schedule shall be designated as Exhibit B.
 - 2. Following B.1. above, Employees shall be placed on the corresponding pay range and step of Exhibit B.
 - 3. Employees not administratively assigned to the salary schedule shall receive a four percent (4%) pay increase.
 - 4. Excluded Employees exempted from civil service coverage, whose pay is set at the discretion of the appointing authority, shall continue to be adjusted at the discretion of the appointing authority from funds allowed for this purpose.
- C. Subject to the approval of the respective legislative bodies and effective July 1, 2014:
 - 1. Step Movements:
 - a. Employees who were eligible but did not receive a step movement or step movements during the period July 1, 2009 through June 30, 2014 in accordance with Paragraph P. of Article 14, Compensation Adjustment, shall be placed on their appropriate step and receive such step movement(s) effective July 1, 2014.
 - b. Employees who are eligible for step movements during the period July 1, 2014 through June 30, 2015 in accordance with Paragraph P. of Article 14, Compensation Adjustment, shall receive their step movements on their step movement dates.
 - c. Employees who were or become eligible for step movements from July 1, 2009 through June 30, 2014 in accordance with Paragraph P. of Article 14, Compensation Adjustment, shall be credited for

service towards step movements as though step movements were granted through the entire period from July 1, 2009 through June 30, 2014.

2. Lump Sum Payment:

The following Employees shall receive a one-time lump sum payment of one thousand five hundred (\$1,500) dollars; provided that, Employees who are less than full-time shall receive a prorated amount:

- a. Employees on the maximum step as of June 30, 2014;
- b. Employees who were employed prior to July 1, 2013 but are not scheduled to receive a step movement during the period July 1, 2014 through June 30, 2015 and who did not receive any step movement on July 1, 2014 pursuant to C.1.a and/or b.

3. Excluded Employees exempted from civil service coverage, whose pay is set at the discretion of the appointing authority, shall continue to be adjusted at the discretion of the appointing authority from funds allowed for this purpose.

D. Subject to the approval of the respective legislative bodies and effective July 1, 2015, Employees who are eligible for step movements from July 1, 2015 through June 30, 2016 in accordance with Paragraph P. of Article 14, Compensation Adjustment, shall receive their step movements on their step movement dates.

E. Subject to the approval of the respective legislative bodies and effective January 1, 2016:

1. The salary schedule designated as Exhibit B shall be amended to reflect a three and one-half percent (3.5%) increase and such amended schedule shall be designated as Exhibit C.
2. Following E.1. above, Employees shall be placed on the corresponding pay range and step of Exhibit C.
3. Employees not administratively assigned to the salary schedule shall receive a three and one-half percent (3.5%) pay increase.
4. Excluded Employees exempted from civil service coverage, whose pay is set at the discretion of the appointing authority, shall continue to be adjusted at the discretion of the appointing authority from funds allowed for this purpose.

ATTACHMENT B

- F. Subject to the approval of the respective legislative bodies and effective July 1, 2016, Employees who are eligible for step movements from July 1, 2016 through June 30, 2017 in accordance with Paragraph P. of Article 14, Compensation Adjustment, shall receive their step movements on their step movement dates.
- G. Subject to the approval of the respective legislative bodies and effective January 1, 2017:
1. The salary schedule designated as Exhibit C shall be amended to reflect a three and one-half percent (3.5%) increase and such amended schedule shall be designated as Exhibit D.
 2. Following G.1. above, Employees shall be placed on the corresponding pay range and step of Exhibit D.
 3. Employees not administratively assigned to the salary schedule shall receive a three and one-half percent (3.5%) pay increase.
 4. Excluded Employees exempted from civil service coverage, whose pay is set at the discretion of the appointing authority, shall continue to be adjusted at the discretion of the appointing authority from funds allowed for this purpose.

ATTACHMENT C

Salaries for Excluded Managerial Compensation Plan (EMCP)
Employees Excluded from BU 13

For the Period July 1, 2013 to June 30, 2017

A. Effective July 1, 2013:

1. The salary schedule in effect on June 30, 2013 shall be amended by increasing the minimum and maximum rates by four percent (4.00%) and such salary schedule shall be designated as Exhibit 1.
2. All Employees who are employed as of June 30, 2013 shall receive a four percent (4.00%) increase to their basic rate of pay.

B. Effective July 1, 2014:

1. The salary schedule in effect on June 30, 2014 shall be amended by increasing the maximum rates by one and thirty-five one hundred percent (1.35%) and such salary schedule shall be designated as Exhibit 2a.
2. Following B.1. above, employees shall receive the greater of 2.a. or 2.b. below:
 - a. Employees eligible for Within Range Progression (WIRP) increases from July 1, 2009 to June 30, 2014 based on their satisfactory creditable service shall receive up to a maximum of four (4) WIRP increases on July 1, 2014 without any retroactive payment; provided that the employee's new pay shall not be more than the maximum rate of the applicable EM pay range on Exhibit 2a. 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 Systems Corporation), provided there is no break in service.

Or,

- b. Employees who are employed in the EMCP as of June 30, 2014 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 pay range on Exhibit 2a. If

ATTACHMENT C

the sum of the employee's existing pay plus 4.00% exceeds the maximum rate, the employee's new pay shall equal the maximum rate.

3. For the period July 1, 2014 to June 30, 2017, there shall be no further WIRP increases.
 4. Following B.2. above, Exhibit 2a shall be amended by increasing the minimum rates by four percent (4.00%) and such salary schedule shall be designated as Exhibit 2b. Employees who are paid less than the applicable salary range minimum shall have their pay increased to the salary range minimum.
- C. Effective January 1, 2016:
1. The salary schedule in effect on December 31, 2015 shall be amended by increasing the minimum and maximum rates by four and one-half percent (4.50%) and such salary schedule shall be designated as Exhibit 3.
 2. All 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.
- D. Effective January 1, 2017:
1. The salary schedule in effect on December 31, 2016 shall be amended by increasing the minimum and maximum rates by four and one-half percent (4.50%) and such salary schedule shall be designated as Exhibit 4.
 2. All 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.

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2013
Bargaining Unit: 30, 31, 35 Excluded Managerial

Grade	Rate	Min	Max	Grade	Rate	Min	Max
EM 01	Annual	61,392	87,360	EM 07	Annual	82,272	117,096
	Monthly	5,116	7,280		Monthly	6,856	9,758
	8 hour	236.16	336.00		8 hour	316.40	450.40
	Hourly	29.52	42.00		Hourly	39.55	56.30
EM 02	Annual	64,440	91,764	EM 08	Annual	86,364	122,940
	Monthly	5,370	7,647		Monthly	7,197	10,245
	8 hour	247.84	352.96		8 hour	332.16	472.88
	Hourly	30.98	44.12		Hourly	41.52	59.11
EM 03	Annual	67,692	96,324	ES 01	Annual	88,980	126,624
	Monthly	5,641	8,027		Monthly	7,415	10,552
	8 hour	260.32	370.48		8 hour	342.24	487.04
	Hourly	32.54	46.31		Hourly	42.78	60.88
EM 04	Annual	71,064	101,160	ES 02	Annual	91,656	130,452
	Monthly	5,922	8,430		Monthly	7,638	10,871
	8 hour	273.36	389.04		8 hour	352.56	501.76
	Hourly	34.17	48.63		Hourly	44.07	62.72
EM 05	Annual	74,628	106,200	ES 03	Annual	94,428	134,352
	Monthly	6,219	8,850		Monthly	7,869	11,196
	8 hour	287.04	408.48		8 hour	363.20	516.72
	Hourly	35.88	51.06		Hourly	45.40	64.59
EM 06	Annual	78,348	111,552				
	Monthly	6,529	9,296				
	8 hour	301.36	429.04				
	Hourly	37.67	53.63				

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2016		Bargaining Unit: 35 Excluded Managerial		Min	Max		Min	Max
EM 01	Annual	66,720	92,520	EM 07	Annual	89,412	124,020	
	Monthly	5,560	7,710		Monthly	7,451	10,335	
	8 hour	256.64	355.84		8 hour	343.92	477.04	
	Hourly	32.08	44.48		Hourly	42.99	59.63	
EM 02	Annual	70,032	97,188	EM 08	Annual	93,864	130,200	
	Monthly	5,836	8,099		Monthly	7,822	10,850	
	8 hour	269.36	373.84		8 hour	361.04	500.80	
	Hourly	33.67	46.73		Hourly	45.13	62.60	
EM 03	Annual	73,572	102,012	ES 01	Annual	96,708	134,100	
	Monthly	6,131	8,501		Monthly	8,059	11,175	
	8 hour	282.96	392.32		8 hour	371.92	515.76	
	Hourly	35.37	49.04		Hourly	46.49	64.47	
EM 04	Annual	77,232	107,136	ES 02	Annual	99,612	138,168	
	Monthly	6,436	8,928		Monthly	8,301	11,514	
	8 hour	297.04	412.08		8 hour	383.12	531.44	
	Hourly	37.13	51.51		Hourly	47.89	66.43	
EM 05	Annual	81,108	112,476	ES 03	Annual	102,624	142,296	
	Monthly	6,759	9,373		Monthly	8,552	11,858	
	8 hour	311.92	432.64		8 hour	394.72	547.28	
	Hourly	38.99	54.08		Hourly	49.34	68.41	
EM 06	Annual	85,152	118,140					
	Monthly	7,096	9,845					
	8 hour	327.52	454.40					
	Hourly	40.94	56.80					

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2017

Bargaining Unit: 35 Excluded Managerial

		Min	Max		Min	Max
EM 01	Annual	69,720	96,684	EM 07	Annual	93,432
	Monthly	5,810	8,057		Monthly	7,786
	8 hour	268.16	371.84		8 hour	359.36
	Hourly	33.52	46.48		Hourly	44.92
EM 02	Annual	73,188	101,556	EM 08	Annual	98,088
	Monthly	6,099	8,463		Monthly	8,174
	8 hour	281.52	390.64		8 hour	377.28
	Hourly	35.19	48.83		Hourly	47.16
EM 03	Annual	76,884	106,608	ES 01	Annual	101,064
	Monthly	6,407	8,884		Monthly	8,422
	8 hour	295.68	410.00		8 hour	388.72
	Hourly	36.96	51.25		Hourly	48.59
EM 04	Annual	80,712	111,960	ES 02	Annual	104,100
	Monthly	6,726	9,330		Monthly	8,675
	8 hour	310.40	430.64		8 hour	400.40
	Hourly	38.80	53.83		Hourly	50.05
EM 05	Annual	84,756	117,540	ES 03	Annual	107,244
	Monthly	7,063	9,795		Monthly	8,937
	8 hour	326.00	452.08		8 hour	412.48
	Hourly	40.75	56.51		Hourly	51.56
EM 06	Annual	88,980	123,456			
	Monthly	7,415	10,288			
	8 hour	342.24	474.80			
	Hourly	42.78	59.35			

ATTACHMENT D

This adjustment is applicable to elected and appointed officials; employees in the EMCP excluded from BU 13; and exempt and civil service employees excluded from BU 13.

Bargaining Unit 13
Tentative Agreement
Union RU
Employer NORJ
Date 10-2-13

ARTICLE 52

HAWAI'I EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

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

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

B. Effective July 1, 2013

Subject to the applicable provisions of Chapters 87A and 89, Hawaii Revised Statutes, the Employer shall pay monthly contributions which include the cost of the Hawaii Employer-Union Health Benefits Trust Fund (Trust Fund) administrative fees to the Trust Fund effective July 1, 2013, 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 benefit plans:

	<u>TOTAL</u>
<u>BENEFIT PLAN</u>	<u>MONTHLY</u>
	<u>CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical & chiro)</u>	<u>\$208.38</u>
b. <u>Dental</u>	<u>\$18.36</u>
c. <u>Vision</u>	<u>\$3.62</u>

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<u>d. Dual coverage (medical, drug, chiro):</u>	
<u>(1)HMSA</u>	<u>\$136.94</u>
<u>(2) Royal State</u>	<u>\$26.54</u>
<u>e. Drug Plan</u>	<u>\$42.60</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.

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

<u>BENEFIT PLAN</u>	<u>TOTAL MONTHLY CONTRIBUTION</u>
<u>a. Medical (PPO or HMO) (medical & chiro)</u>	<u>\$505.10</u>
<u>b. Dental</u>	<u>\$36.72</u>
<u>c. Vision</u>	<u>\$6.68</u>
<u>d. Dual coverage (medical, drug, chiro)</u>	
<u>(1)HMSA</u>	<u>\$331.64</u>
<u>(2) Royal State</u>	<u>\$65.28</u>
<u>e. Drug Plan</u>	<u>\$103.34</u>

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

<u>BENEFIT PLAN</u>	<u>TOTAL MONTHLY CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical & chiro)</u>	<u>\$644.28</u>
b. <u>Dental</u>	<u>\$60.36</u>
c. <u>Vision</u>	<u>\$8.76</u>
d. <u>Dual coverage (medical, drug, & chiro)</u>	
<u>(1)HMSA</u>	<u>\$423.16</u>
<u>(2)Royal State</u>	<u>\$73.76</u>
e. <u>Drug Plan</u>	<u>\$131.82</u>

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 \$ 4.16 per month which reflects

1 one hundred percent (100%) of the premium and administrative fee.

2 C. Effective July 1, 2014

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4 Effective July 1, 2014 for plan year 2014-2015, with the exception of
5 items 1a., 2a., 3a., and 4., which shall be the dollar amounts noted, the
6 Employer shall pay a specific dollar amount equivalent to sixty percent (60%)
7 of the final premium rates established by the Trust Fund Board for the
8 respective health benefit plan, plus sixty percent (60%) of all administrative
9 fees.

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11 1. The amounts paid by the Employer shall be based on the plan year 2014-
12 2015 monthly premium rates established by the Trust Fund for each
13 Employee-Beneficiary with no dependent-beneficiaries enrolled in the
14 following Trust Fund health plans:

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16 a. Medical (PPO or HMO) (& chiro) _____ \$218.38

17 b. Dental

18 c. Vislon

19 d. Dual coverage (medical, drug, & chiro)

20 (1) HMSA

21 (2) Royal State

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 2014-
29 2015 final monthly premium rates established by the Trust Fund for each
30 Employee-Beneficiary with one dependent-beneficiary enrolled in the
31 following Trust Fund health plans:

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- a. Medical (PPO or HMO) (& chiro) \$525.10
- b. Dental
- c. Vision
- d. Dual coverage (medical, drug, & chiro)
 - (1) HMSA
 - (2) Royal State
- 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 2014-2015 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) (& chiro) \$674.28
- b. Dental
- c. Vision
- d. Dual coverage (medical, drug, & chiro)
 - (1) HMSA
 - (2) Royal State
- 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

1 is chosen.

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

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9 E. Effective July 1, 2016

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11 Effective July 1, 2016 for plan year 2016-2017, with the exception of items
12 1a., 2a., 3a., and 4., which shall be the dollar amounts noted, the Employer
13 shall pay a specific dollar amount equivalent to sixty percent (60%) of the final
14 premium rates established by the Trust Fund Board for the respective health
15 benefit plan, plus sixty percent (60%) of all administrative fees.

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17 1. The amounts paid by the Employer shall be based on the plan year 2016-
18 2017 monthly premium rates established by the Trust Fund for each
19 Employee-Beneficiary with no dependent-beneficiaries enrolled in the
20 following Trust Fund health plans:

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22 a. Medical (PPO or HMO) (& chiro) _____ \$238.38

23 b. Dental

24 c. Vision

25 d. Dual coverage (medical, drug, & chiro)

26 (1) HMSA

27 (2) Royal State

28 e. Drug Plan

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

1 chosen.

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3 2. The amounts paid by the Employer shall be based on the plan year 2016-
4 2017 final monthly premium rates established by the Trust Fund for each
5 Employee-Beneficiary with one dependent-beneficiary enrolled in the
6 following Trust Fund health plans:

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8 a. Medical (PPO or HMO) (& chiro) \$565.10

9 b. Dental

10 c. Vision

11 d. Dual coverage (medical, drug, & chiro)

12 (1) HMSA

13 (2) Royal State

14 e. Drug Plan

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

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20 3. The amounts paid by the Employer shall be based on the plan year 2016-
21 2017 final monthly premium rates established by the Trust Fund for each
22 Employee-Beneficiary with two or more dependent-beneficiaries enrolled
23 in the following Trust Fund health plans:

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25 a. Medical (PPO or HMO) (& chiro) \$734.28

26 b. Dental

27 c. Vision

28 d. Dual coverage (medical, drug, & chiro)

29 (1) HMSA

30 (2) Royal State

31 e. Drug Plan

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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 all administrative fees.

F. No later than three (3) weeks after the Trust Fund Board formally establishes and adopts the final premium rates for Fiscal Years 2014-2015, 2015-2016, and 2016-2017, the Office of Collective Bargaining shall distribute the final calculation of the Employers' monthly contribution amounts for each health benefit plan.

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

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

- 1. When rounding to the nearest cent results in an even amount, such even amount shall be the Employer's monthly contribution. For example:
 - (a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)
 - (b) \$11.382 = \$11.38 = \$11.38 (Employer's monthly contribution).

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2. When rounding to the nearest cent results in an odd amount, round to the lower even cent, and such even amount shall be the Employer's monthly contribution. For example:
(a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)
(b) \$11.386 = \$11.39 = \$11.38 (Employer's monthly contribution)

Employer contributions effective July 1, 2013 and contributions effective July 1, 2014, July 1, 2015, and July 1, 2016, for items 1a, 2a, and 3a, reflect the rounding described in item H.

Employer contributions effective July 1, 2014, July 1, 2015, and July 1, 2016, shall be rounded as described in item H after administrative fees have been determined by the Trust Fund Board.

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