

EXECUTIVE ORDER NO. 07- 08

WHEREAS, under chapter 89C of the Hawaii Revised Statutes (HRS), the Governor has been granted the authority to make adjustments to the wages, hours, benefits, and other terms and conditions of employment for elected and appointed officials and excluded public officers and employees in the executive branch; and

WHEREAS, for excluded employees, who are non-managerial 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, the State, Judiciary, Hawaii Health Systems Corporation, City and County of Honolulu, and Counties of Hawaii, Maui and Kauai have entered into tentative agreements with the Hawaii Government Employees Association (HGEA), as the exclusive representatives for Bargaining Units (BUs) 02, 03, 04, and 13, for the July 1, 2007 through June 30, 2009 collective bargaining agreements; and

WHEREAS, an interest arbitration decision has been issued for BU 09 for the July 1, 2007 through June 30, 2009 collective bargaining agreement; and

WHEREAS, an interest arbitration decision has been issued for BU 11 for the July 1, 2007 through June 30, 2011 collective bargaining agreement; and

WHEREAS, the State, Judiciary, Hawaii Health Systems Corporation, City and County of Honolulu, and Counties of Hawaii, Maui and Kauai have entered into tentative agreements with the United Public Workers (UPW), as the exclusive representatives for BUs 01 and 10, for the July 1, 2007 through June 30, 2009 collective bargaining agreements; and

WHEREAS, based on these tentative agreements and interest arbitration decisions, the Director of Human Resources Development has recommended to the Governor the adjustments specified in this Executive Order for elected and appointed officials and officers and employees within the executive branch who are excluded from BUs 01, 02, 03, 04, 09, 10, 11 and 13; and

WHEREAS, these adjustments should also apply to employees hired on a "temporary appointment outside the list" (TAOL) basis in a civil service position because these employees are hired on a basis comparable to included TAOL employees receiving adjustments under their collective bargaining agreements;

NOW, THEREFORE, I, Linda Lingle, Governor of Hawaii, pursuant to the provisions of HRS, chapter 89C, do hereby grant to elected and appointed officials and officers and employees, who are excluded from BUs 01, 02, 03, 04, 09, 10, 11 and 13 the following adjustments as of the effective dates applicable to the BUs 01, 02, 03, 04, 09, 10, 11 and 13 employees.

(NOTE: This Executive Order only covers salary/wage increases and employer contributions to the Hawaii Employer-Union Health Benefits Trust Fund. Other adjustments relating to the contract negotiations and interest arbitration decisions for the contract period beginning July 1, 2007 will be covered in a subsequent Executive Order.)

REIMBURSEMENTS, ALLOWANCES, AND LIABILITY PAYMENTS

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

[This adjustment is applicable to elected and appointed officials and exempt and civil service employees excluded from BUs 01, 02, 03, 04, 09, 10, and 13.]

Subject to the applicable provisions of chapters 87A and 89, HRS, the Employer shall pay monthly contributions to the Hawaii Employer-Union Health Benefits Trust Fund ("Trust Fund" or EUTF) as follows:

- A. "Health Benefit Plan" shall mean the medical PPO, HMO, HDHP, prescription drug, dental, vision and dual coverage medical plans.
- B. "Prevalent Medical Benefit Plan" shall mean the medical PPO, HMO, or HDHP as determined by the EUTF Board of Trustees to have the largest number of total active Employee enrollments as of December 31 of the previous fiscal year.
- C. Effective July 1, 2007

Effective July 1, 2007 for plan year 2007-2008, the Employer shall pay monthly contributions which include the cost of the Trust Fund administrative fees to the Trust Fund 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>Benefit Plan</u>	<u>Total Monthly Contribution</u>
a. Medical (PPO, HMO or HDHP) (drug & chiro)	\$149.44
b. Dental	\$16.46
c. Vision	\$3.64
d. Dual coverage (medical, drug, chiro):	
(1) HMSA	\$86.36
(2) Royal State	\$31.16
e. Stand-alone Drug Plan	\$27.12

The Employer shall pay the same monthly contribution for each Employee-Beneficiary enrolled in a self-only medical plan (PPO, HMO or HDHP), 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>
a. Medical (PPO, HMO or HDHP) (drug & chiro)	\$372.92
b. Dental	\$32.94
c. Vision	\$6.74
d. Dual coverage (medical, drug, chiro):	
(1) HMSA	\$216.26
(2) Royal State	\$76.10
e. Stand-alone Drug Plan	\$68.48

The Employer shall pay the same monthly contribution for each Employee-Beneficiary enrolled in a two-party medical plan (PPO, HMO or HDHP), 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. Medical (PPO, HMO or HDHP) (drug & chiro)	\$484.00
b. Dental	\$68.16
c. Vision	\$8.82
d. Dual coverage (medical, drug, chiro):	
(1) HMSA	\$283.98
(2) Royal State	\$86.74
e. Stand-alone Drug Plan	\$93.88

The Employer shall pay the same monthly contribution for each Employee-Beneficiary enrolled in a family medical plan (PPO, HMO or HDHP), 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 one hundred percent (100%) of the monthly premium and administrative fees.

D. Effective July 1, 2008

Effective July 1, 2008 for plan year 2008-2009, with the exception of items 5 and 6, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the respective health benefit plan, plus one hundred percent (100%) of all administrative fees:

1. The amounts paid by the Employer shall be based on the plan year 2008-2009 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:

- a. Medical (PPO, HMO or HDHP) (drug & chiro)
- b. HMSA Dual coverage medical, drug, chiro
- c. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a self-only medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

2. The amounts paid by the Employer shall be based on the plan year 2008-2009 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with one dependent-beneficiary enrolled in the following Trust Fund health benefit plans:

- a. Medical (PPO, HMO or HDHP) (drug & chiro)
- b. HMSA Dual coverage medical, drug, chiro
- c. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a two-

party medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

3. The amounts paid by the Employer shall be based on the plan year 2008-2009 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 benefit plans:
 - a. Medical (PPO, HMO or HDHP) (drug & chiro)
 - b. HMSA Dual coverage medical, drug, chiro
 - c. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a family medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

4. The amounts paid by the Employer for the following health benefit plans shall be based on the plan year 2008-2009 final monthly premium rates established by the Trust Fund. Monthly contributions shall not exceed the amounts specified in items 4a and 4b for Vision and Dual Coverage Medical plans offered by Royal State.

MAXIMUM MONTHLY PREMIUM ONLY CONTRIBUTIONS

	<u>Self</u>	<u>2-party</u>	<u>Family</u>
a. Vision	\$3.59	\$6.64	\$8.67
b. Dual coverage (medical, drug, chiro)			
Royal State	\$32.32	\$80.38	\$89.38

5.
 - a. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the 2008-2009 Dental plan (self-only) plus one hundred percent (100%) of the administrative fee.
 - b. For each Employee-Beneficiary with one dependent-beneficiary enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the 2008-2009

Dental plan (two-party) plus one hundred percent (100%) of the administrative fee.

- c. For each Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount based on the actual 2008-2009 Dental plan rates established by the Trust Fund Board, adjusted and calculated as described in Exhibit A.
- d. In no case will Employer contributions for Dental plan premiums exceed the following:

MAXIMUM MONTHLY PREMIUM ONLY CONTRIBUTIONS

	<u>Self</u>	<u>2-party</u>	<u>Family</u>
Dental	\$16.76	\$33.53	\$69.73

- 6. 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.

E. Rounding Employers' Monthly Contribution. Whenever the Employers' 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 Employers' monthly contribution. For example:
 - (a) \$11.397 = \$11.40 = \$11.40 (Employers' monthly contribution)
 - (b) \$11.382 = \$11.38 = \$11.38 (Employers' monthly contribution)
- 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 Employers' monthly contribution. For example:
 - (a) \$11.392 = \$11.39 = \$11.38 (Employers' monthly contribution)
 - (b) \$11.386 = \$11.39 = \$11.38 (Employers' monthly contribution)

Employer contributions effective July 1, 2007 reflect the rounding described in item G.

Employer contributions effective July 1, 2008 shall be rounded as described in item G after administrative fees have been determined by the Trust Fund Board.

EXHIBIT A

CALCULATION OF EMPLOYERS' SHARE
OF FAMILY DENTAL COST FOR
FY 2008-2009

1. Determine the Family Dental Rate without the Administrative Fee. Determine the Two-Party Dental Rate without the Administrative Fee.
2. Subtract the Two-Party Dental Rate from the Family Dental Rate. This results in the attributable Children Dental Cost.

The Employer will pay 100% of the attributable Children Dental Cost, rounded to the lower even cent.

3. The Employer will also pay 60% of the Two-Party Dental Rate plus 100% of the Administrative Fee, rounded to the lower even cent.
4. In summary, the Employer will pay (rounded as provided in Article 52, paragraph G):
 - 100% of the attributable Children Dental Cost
 - 60% of the Two-Party Dental Rate, rounded to the lower even cent
 - 100% of the Administrative Fee

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

[This adjustment is applicable to civil service employees excluded from BU 11.]

Subject to the applicable provisions of chapters 87A and 89, HRS, the Employer shall pay monthly contributions to the Hawaii Employer-Union Health Benefits Trust Fund ("Trust Fund" or EUTF) as follows:

- A. "Health Benefit Plan" shall mean the medical PPO, HMO, HDHP, prescription drug, dental, vision and dual coverage medical plans.
- B. "Prevalent Medical Benefit Plan" shall mean the medical PPO, HMO, or HDHP as determined by the EUTF Board of Trustees to have the largest number of total active Employee enrollments as of December 31 of the previous fiscal year.
- C. Effective July 1, 2007

Effective July 1, 2007 for plan year 2007-2008, the Employer shall pay monthly contributions which include the cost of the Trust Fund administrative fees to the Trust Fund 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>Benefit Plan</u>	<u>Total Monthly Contribution</u>
a. Medical (PPO, HMO or HDHP) (drug & chiro)	\$149.44
b. Dental	\$16.46
c. Vision	\$3.64
d. Dual coverage (medical, drug, chiro):	
(1) HMSA	\$86.36
(2) Royal State	\$31.16
e. Stand-alone Drug Plan	\$27.12

The Employer shall pay the same monthly contribution for each Employee-Beneficiary enrolled in a self-only medical plan (PPO, HMO or HDHP), 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>
a. Medical (PPO, HMO or HDHP) (drug & chiro)	\$372.92
b. Dental	\$32.94
c. Vision	\$6.74
d. Dual coverage (medical, drug, chiro):	
(1) HMSA	\$216.26
(2) Royal State	\$76.10
e. Stand-alone Drug Plan	\$68.48

The Employer shall pay the same monthly contribution for each Employee-Beneficiary enrolled in a two-party medical plan (PPO, HMO or HDHP), 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. Medical (PPO, HMO or HDHP) (drug & chiro)	\$484.00
b. Dental	\$68.16
c. Vision	\$8.82
d. Dual coverage (medical, drug, chiro):	
(1) HMSA	\$283.98
(2) Royal State	\$86.74
e. Stand-alone Drug Plan	\$93.88

The Employer shall pay the same monthly contribution for each Employee-Beneficiary enrolled in a family medical plan (PPO, HMO or HDHP), 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 one hundred percent (100%) of the monthly premium and administrative fees.

D. Effective July 1, 2008

Effective July 1, 2008 for plan year 2008-2009, with the exception of items 5 and 6, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the respective health benefit plan, plus one hundred percent (100%) of all administrative fees:

1. The amounts paid by the Employer shall be based on the plan year 2008-2009 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:

- a. Medical (PPO, HMO or HDHP) (drug & chiro)
- b. HMSA Dual coverage medical, drug, chiro
- c. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a self-only medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

2. The amounts paid by the Employer shall be based on the plan year 2008-2009 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with one dependent-beneficiary enrolled in the following Trust Fund health benefit plans:

- a. Medical (PPO, HMO or HDHP) (drug & chiro)
- b. HMSA Dual coverage medical, drug, chiro
- c. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a two-party medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

3. The amounts paid by the Employer shall be based on the plan year 2008-2009 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 benefit plans:

- a. Medical (PPO, HMO or HDHP) (drug & chiro)
- b. HMSA Dual coverage medical, drug, chiro
- c. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a family medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

- 4. The amounts paid by the Employer for the following health benefit plans shall be based on the plan year 2008-2009 final monthly premium rates established by the Trust Fund. Monthly contributions shall not exceed the amounts specified in items 4a and 4b for Vision and Dual Coverage Medical plans offered by Royal State.

MAXIMUM MONTHLY PREMIUM ONLY CONTRIBUTIONS

	<u>Self</u>	<u>2-party</u>	<u>Family</u>
a. Vision	\$3.59	\$6.64	\$8.67
b. Dual coverage (medical, drug, chiro) Royal State	\$32.32	\$80.38	\$89.38

- 5.
 - a. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the 2008-2009 Dental plan (self-only) plus one hundred percent (100%) of the administrative fee.
 - b. For each Employee-Beneficiary with one dependent-beneficiary enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the 2008-2009 Dental plan (two-party) plus one hundred percent (100%) of the administrative fee.
 - c. For each Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount based on the actual 2008-2009

Dental plan rates established by the Trust Fund Board, adjusted and calculated as described in Exhibit A.

- d. In no case will Employer contributions for Dental plan premiums exceed the following:

MAXIMUM MONTHLY PREMIUM ONLY CONTRIBUTIONS

	<u>Self-only</u>	<u>2-party</u>	<u>Family</u>
Dental	\$16.76	\$33.53	\$69.73

6. 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.

E. Effective July 1, 2009

Effective July 1, 2009 for plan year 2009-2010, with the exception of items 4 and 5, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the respective health benefit plan, plus one hundred percent (100%) of all administrative fees:

1. The amounts paid by the Employer shall be based on the plan year 2009-2010 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:
- a. Medical (PPO, HMO or HDHP) (drug & chiro)
 - b. Dual coverage medical, drug, chiro
 - (1) HMSA
 - (2) Royal State
 - c. Vision
 - d. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a

self-only medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

2. The amounts paid by the Employer shall be based on the plan year 2009-2010 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with one dependent-beneficiary enrolled in the following Trust Fund health benefit plans:
 - a. Medical (PPO, HMO or HDHP) (drug & chiro)
 - b. Dual coverage medical, drug, chiro
 - (1) HMSA
 - (2) Royal State
 - c. Vision
 - d. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a two-party medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

3. The amounts paid by the Employer shall be based on the plan year 2009-2010 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, HMO or HDHP) (drug & chiro)
 - b. Dual coverage medical, drug, chiro
 - (1) HMSA
 - (2) Royal State
 - c. Vision
 - d. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a family medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

4.
 - a. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the 2009-2010 Dental plan (self-only) plus one hundred percent (100%) of the administrative fee.
 - b. For each Employee-Beneficiary with one dependent-beneficiary enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the 2009-2010 Dental plan (two-party) plus one hundred percent (100%) of the administrative fee.
 - c. For each Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount based on the actual 2009-2010 Dental plan rates established by the Trust Fund Board, adjusted and calculated as described in Exhibit A.
5. For each Employee-Beneficiary enrolled in the Trust Fund group life insurance plan, the Employer shall pay one hundred percent (100%) of the monthly premium plus one hundred percent (100%) of all administrative fees.

F. Effective July 1, 2010

Effective July 1, 2010 for plan year 2010-2011, with the exception of items 4 and 5, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the respective health benefit plan, plus one hundred percent (100%) of all administrative fees:

1. The amounts paid by the Employer shall be based on the plan year 2010-2011 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:
 - a. Medical (PPO, HMO or HDHP) (drug & chiro)
 - b. Dual coverage medical, drug, chiro:
 - (1) HMSA
 - (2) Royal State

- c. Vision
- d. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a self-only medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

- 2. The amounts paid by the Employer shall be based on the plan year 2010-2011 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with one dependent-beneficiary enrolled in the following Trust Fund health benefit plans:

- a. Medical (PPO, HMO or HDHP) (drug & chiro)
- b. Dual coverage medical, drug, chiro:
 - (1) HMSA
 - (2) Royal State

- c. Vision
- d. Stand-alone Drug

The Employer shall pay based on the prevalent medical benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a two-party medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

- 3. The amounts paid by the Employer shall be based on the plan year 2010-2011 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 benefit plans:

- a. Medical (PPO, HMO or HDHP) (drug & chiro)
- b. Dual coverage medical, drug, chiro:
 - (1) HMSA
 - (2) Royal State

- c. Vision
- d. Stand-alone Drug

The Employer shall pay based on the prevalent health benefit plan the same monthly contribution for each Employee-Beneficiary enrolled in a family medical plan (PPO, HMO or HDHP), regardless of which plan is chosen.

- 4.
 - a. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the 2010-2011 Dental plan (self-only) plus one hundred percent (100%) of the administrative fee.
 - b. For each Employee-Beneficiary with one dependent-beneficiary enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the 2010-2011 Dental plan (two-party) plus one hundred percent (100%) of the administrative fee.
 - c. For each Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the Trust Fund's Dental plan, the Employer shall pay a specific dollar amount based on the actual 2010-2011 Dental plan rates established by the Trust Fund Board, adjusted and calculated as described in Exhibit A.
 - 5. For each Employee-Beneficiary enrolled in the Trust Fund group life insurance plan, the Employer shall pay one hundred percent (100%) of the monthly premium plus one hundred percent (100%) of all administrative fees.
- G. Rounding Employers' Monthly Contribution. Whenever the Employers' 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 Employers' monthly contribution. For example:
 - (a) \$11.397 = \$11.40 = \$11.40 (Employers' monthly contribution)
 - (b) \$11.382 = \$11.38 = \$11.38 (Employers' monthly contribution)

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 Employers' monthly contribution. For example:

(a) $\$11.392 = \$11.39 = \$11.38$ (Employers' monthly contribution)

(b) $\$11.386 = \$11.39 = \$11.38$ (Employers' monthly contribution)

Employer contributions effective July 1, 2007, reflect the rounding described in item I.

Employer contributions effective July 1, 2008, July 1, 2009, and July 1, 2010, shall be rounded as described in item I after administrative fees have been determined by the Trust Fund Board.

EXHIBIT A

CALCULATION OF EMPLOYERS' SHARE
OF FAMILY DENTAL COST FOR
FYs 2008-2009, 2009-2010, 2010-2011

1. Determine the Family Dental Rate without the Administrative Fee. Determine the Two-Party Dental Rate without the Administrative Fee.
2. Subtract the Two-Party Dental Rate from the Family Dental Rate. This results in the attributable Children Dental Cost.

The Employer will pay 100% of the attributable Children Dental Cost, rounded to the lower even cent.

3. The Employer will also pay 60% of the Two-Party Dental Rate plus 100% of the Administrative Fee, rounded to the lower even cent.
4. In summary, the Employer will pay (rounded as provided in Section 50, paragraph I):
 - 100% of the attributable Children Dental Cost
 - 60% of the Two-Party Dental Rate, rounded to the lower even cent
 - 100% of the Administrative Fee

COMPENSATION

SALARY ADJUSTMENTS

[This adjustment is applicable to civil service and exempt employees excluded from BU 01.]

- A. Subject to the approval of the respective legislative bodies and effective July 1, 2007, a four percent (4%) per month across-the-board salary increase shall be applied to the June 30, 2007 salary schedule, except for the BC-01 rate where a technical adjustment shall be made. Employees shall be assigned from their existing pay range and step to the corresponding pay range and step on the July 1, 2007 salary schedule.
1. Effective July 1, 2007, Employees compensated at BC-01 on June 30, 2007, shall receive a Temporary Differential (TD) equivalent to the difference between a four percent (4%) adjustment and the rate shown on the July 1, 2007 salary schedule.
 2. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase per month, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.
- B. Subject to the approval of the respective legislative bodies and effective March 1, 2008, a one and sixteen one hundredth percent (1.16%) per month increase shall be applied to the February 29, 2008 salary schedule. In addition, technical adjustments shall be made to the rates for BC-09 and above and to the rates for WS-01 and above. Each Employee shall be assigned from their existing pay range and step to the corresponding pay range and step on the March 1, 2008 salary schedule.
1. Appointing authorities may grant Exempt Employees up to a one and sixteen one hundredth percent (1.16%) pay increase per month, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.
- C. Subject to the approval of the respective legislative bodies and effective July 1, 2008, a four percent (4%) per month across-the-board salary increase shall be applied to the June 30, 2008 salary schedule. Employees shall be assigned from their existing pay range and step to the corresponding pay range and step on the July 1, 2008 salary schedule.
1. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase per month, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.

- D. Subject to the approval of the respective legislative bodies and effective March 1, 2009, a one and fourteen one hundredth percent (1.14%) per month increase shall be applied to the February 28, 2009 salary schedule. In addition, technical adjustments shall be made to the rates for BC-09 and above and to the rates for WS-01 and above. Each Employee shall be assigned from their existing pay range and step to the corresponding pay range and step on the March 1, 2009 salary schedule.
1. Appointing authorities may grant Exempt Employees up to a one and fourteen one hundredth percent (1.14%) pay increase per month, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.
- E. Any Employee receiving a Temporary Differential (TD) from A1 above shall retain such differential during the above-mentioned salary adjustments. However, the TD shall be reduced or eliminated due to promotion, reallocation of repricing upward.
- F. Employees receiving a shortage differential (SD) at the time of a pay increase shall retain the differential for the above-mentioned salary adjustments. However, nothing herein shall preclude adjustment of the shortage differential at a later date or preclude elimination of the SD upon termination of the shortage category declaration or movement to a class of position without SD.

SALARIES

[This adjustment is applicable to civil service and exempt employees excluded from BU 02.]

- A. Subject to the approval of the respective legislative bodies and effective July 1, 2007, Employees, who are eligible for step movements from July 1, 2007 through June 30, 2009, shall receive their step movements on the first day of the pay period immediately following the completion of the required years of continuous creditable service.
- B. Subject to the approval of the respective legislative bodies and effective July 1, 2007, the salary schedule in effect on June 30, 2007 shall be amended as follows:
1. The salary schedule in effect on June 30, 2007 shall be amended to reflect a four percent (4%) increase.
 2. In addition, new longevity steps L4 and L5 shall be added. The L4 pay rates shall be two percent (2%) more than the L3 pay rates and the L5 pay rates shall be two percent (2%) more than the L4 pay rates.

3. Following B1 and B2 above, effective July 1, 2007, Employees shall be assigned to the corresponding pay range and applicable step of the July 1, 2007 salary schedule based on their years of creditable service on June 30, 2007 as follows:

<u>Step</u>	<u>Years of Continuous Creditable Service</u>
L1	5 but less than 10 years of service
L2	10 but less than 15 years of service
L3	15 but less than 20 years of service
L4	20 but less than 25 years of service
L5	25 or more years of service

4. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.

C. Subject to the approval of the respective legislative bodies and effective July 1, 2008:

1. The salary schedule in effect on June 30, 2008 shall be amended to reflect a four percent (4%) increase.
2. Following C1 above, Employees shall be assigned to the corresponding pay range and step of the July 1, 2008 salary schedule.
3. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.

SALARIES

[This adjustment is applicable to non-EMCP civil service and exempt employees excluded from BU 03 and BU 04.]

- A. Subject to the approval of the respective legislative bodies and effective July 1, 2007, Employees, who are eligible for step movements from July 1, 2007 through June 30, 2008, shall receive their step movements on their step movement dates.

B. Subject to the approval of the respective legislative bodies and effective July 1, 2007:

1. The salary schedule in effect on June 30, 2007 shall be amended to reflect a four percent (4%) increase.

2. Following B1 above, Employees shall be placed on the corresponding pay range and step of the July 1, 2007 salary schedule provided that Employees whose basic rate of pay on June 30, 2007, falls between two steps or exceeds the maximum step of their pay range shall receive a four percent (4%) increase.
 3. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.
- C. Subject to the approval of the respective legislative bodies and effective July 1, 2008, Employees, who are eligible for step movements from July 1, 2008 through June 30, 2009, shall receive their step movements on their step movement dates.
- D. Subject to the approval of the respective legislative bodies and effective July 1, 2008:
1. The salary schedule in effect on June 30, 2008 shall be amended to reflect a four percent (4%) increase.
 2. Following D1 above, Employees shall be placed on the corresponding pay range and step of July 1, 2008 salary schedule provided that Employees whose basic rate of pay on June 30, 2008 falls between two steps or exceeds the maximum step of their pay range shall receive a four percent (4%) increase.
 3. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.

SALARIES

[This adjustment is applicable to non-EMCP civil service and exempt employees excluded from BU 09.]

(NOTE: The contract language for BU 09 salary adjustments is not available. The language will be placed in a subsequent Executive Order when it becomes available. The "Salary" award from the BU 09 interest arbitration decision covering the period July 1, 2007 through June 30, 2009 is noted below.)

- A. A five percent (5%) across-the-board increase to the salary schedule, effective July 1, 2007, in addition to step movements.

- B. A four percent (4%) across-the-board increase to the salary schedule, effective July 1, 2008, in addition to step movements.
- C. A new salary schedule, effective January 1, 2009. (Attachment A)

WAGES

[This adjustment is applicable to civil service and exempt employees excluded from BU 10.]

- A. Subject to the approval of the respective legislative bodies and effective July 1, 2007, a four percent (4%) per month across-the-board salary increase shall be applied to the June 30, 2007 salary schedules. Employees shall be placed on the corresponding pay range and step of the respective July 1, 2007 salary schedule.
 - 1. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase per month, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.
- B. Subject to the approval of the respective legislative bodies and effective February 1, 2008, a one and sixteen one hundredth percent (1.16%) per month increase shall be applied to the January 31, 2008 salary schedules. Employees shall be placed on the corresponding pay range and step of the respective February 1, 2008 salary schedule.
 - 1. Appointing authorities may grant Exempt Employees up to a one and sixteen one hundredth percent (1.16%) pay increase per month, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.
- C. Subject to the approval of the respective legislative bodies and effective July 1, 2008, a four percent (4%) per month across-the-board salary increase shall be applied to the June 30, 2008 salary schedules. Employees shall be assigned from their existing pay range and step to the corresponding pay range and step on the July 1, 2008 salary schedule.
 - 1. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase per month, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.
- D. Subject to the approval of the respective legislative bodies and effective January 1, 2009, a one and fourteen one hundredth percent (1.14%) per month increase shall be applied to the December 31, 2008 salary schedules. Each Employee shall be assigned from their existing pay range and step to the corresponding pay range and step on the January 1, 2009 salary schedule.

1. Appointing authorities may grant Exempt Employees up to a one and fourteen one hundredth percent (1.14%) pay increase per month.

WAGES

[This adjustment is applicable to non-EMCP civil service employees excluded from BU 11.]

- A. Subject to the approval of the respective legislative bodies and effective July 1, 2007:
 1. The salary schedule in effect on June 30, 2007 shall be amended as shown on the salary schedule effective July 1, 2007. (Attachment B)
 2. Employees shall move or remain on the July 1, 2007 salary schedule as follows:
 - a. All Employees, who are on a step or receiving a basic rate of pay lower than warranted by their cumulative years of service as provided for in the BU 11 Step Movements provision, shall move to the appropriate step in their salary range on July 1, 2007.
 - b. Catch-up step movements: After July 1, 2007, all Employees, who are on a step or receiving a basic rate of pay lower than warranted by their cumulative years of service as provided for in the BU 11 Step Movements provision, shall move to the next higher step in their salary range on the Employees' service anniversary dates.
 - c. Service step movements: All Employees, who complete the cumulative years of service required for the next higher step in the pay range as provided for in the BU 11 Step Movements provision, shall move to such step on the Employees' service anniversary dates, provided that the Employees did not receive a catch-up step movement in accordance with A2b above.
 - d. All other Employees, who are on or beyond their appropriate step based on their cumulative years of service, shall remain at their respective step or rate until such time as the Employees' cumulative service corresponds with the next higher step on the salary schedule.
- B. Subject to the approval of the respective legislative bodies and effective July 1, 2008:
 1. The salary schedule in effect on June 30, 2008 shall be amended as shown on the salary schedule effective July 1, 2008. (Attachment C)

2. Employees shall move or remain on the July 1, 2008 salary schedule as follows:
 - a. Catch-up step movements: All Employees, who are on a step or receiving a basic rate of pay lower than warranted by their cumulative years of service as provided for in the BU 11 Step Movements provision, shall move to the next higher step in their salary range on the Employees' service anniversary dates.
 - b. Service step movements: All Employees, who complete the cumulative years of service required for the next higher step in the pay range as provided for in the BU 11 Step Movements provision, shall move to such step on the Employees' service anniversary dates, provided that the Employees did not receive a catch-up step movement in accordance with B2a above.
 - c. All other Employees, who are on or beyond their appropriate step based on their cumulative years of service, shall remain at their respective step or rate until such time as the Employees' cumulative service corresponds with the next higher step on the salary schedule.
 - d. Notwithstanding the above, Employees with twenty-two (22) or more years of service whose salaries are below Step L4 of the Employees' salary range shall be placed on Step L4 of the Employees' salary range on the Employees' service anniversary dates.
- C. Subject to the approval of the respective legislative bodies and effective July 1, 2009:
 1. The salary schedule in effect on June 30, 2009 shall be amended as shown on the salary schedule effective July 1, 2009. (Attachment D)
 2. Employees shall move or remain on the July 1, 2009 salary schedule as follows:
 - a. Catch-up step movements: All Employees, who are on a step or receiving a basic rate of pay lower than warranted by their cumulative years of service as provided for in the BU 11 Step Movements provision, shall move to the next higher step in their salary range on the Employees' service anniversary dates.
 - b. Service step movements: All Employees, who complete the cumulative years of service required for the next higher step in the pay range as provided for in the BU 11 Step Movements provision, shall move to such step on the Employees' service anniversary dates,

provided that the Employees did not receive a catch-up step movement in accordance with C2a above.

- c. All other Employees, who are on or beyond their appropriate step based on their cumulative years of service, shall remain at their respective step or rate until such time as the Employees' cumulative service corresponds with the next higher step on the salary schedule.
- d. Notwithstanding the above, Employees with twenty-two (22) or more years of service whose salaries are below Step L4 of the Employees' salary range shall be placed on Step L4 of the Employees' salary range on the Employees' service anniversary dates.

D. Subject to the approval of the respective legislative bodies and effective July 1, 2010:

- 1. The salary schedule in effect on June 30, 2010 shall be amended as shown on the salary schedule effective July 1, 2010. (Attachment E)
- 2. Employees shall move or remain on the July 1, 2010 salary schedule as follows:
 - a. Catch-up step movements: All Employees, who are on a step or receiving a basic rate of pay lower than warranted by their cumulative years of service as provided for in the BU 11 Step Movements provision, shall move to the next higher step in their salary range on the Employees' service anniversary dates.
 - b. Service step movements: All Employees, who complete the cumulative years of service required for the next higher step in the pay range as provided for in the BU 11 Step Movements provision, shall move to such step on the Employees' service anniversary dates, provided that the Employees did not receive a catch-up step movement in accordance with D2a above.
 - c. All other Employees, who are on or beyond their appropriate step based on their cumulative years of service, shall remain at their respective step or rate until such time as the Employees' cumulative service corresponds with the next higher step on the salary schedule.
 - d. Notwithstanding the above, Employees with twenty-two (22) or more years of service whose salaries are below Step L4 of the Employees' salary range shall be placed on Step L4 of the Employees' salary range on the Employees' service anniversary dates.

- E. The hourly rate of pay shall be derived by dividing the annual rate of pay by the applicable average hours of work per week X 52.

SALARIES

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

- A. Subject to the approval of the respective legislative bodies and effective July 1, 2007, Employees, who are eligible for step movements from July 1, 2007 through June 30, 2008, shall receive their step movements on their step movement dates.
- B. Subject to the approval of the respective legislative bodies and effective July 1, 2007:
 - 1. The salary schedule in effect on June 30, 2007 shall be amended to reflect a four percent (4%) increase.
 - 2. Following B1 above, Employees shall be placed on the corresponding pay range and step of the July 1, 2007 salary schedule.
 - 3. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.
- C. Subject to the approval of the respective legislative bodies and effective July 1, 2008, Employees, who are eligible for step movements from July 1, 2008 through June 30, 2009, shall receive their step movements on their step movement dates.
- D. Subject to the approval of the respective legislative bodies and effective July 1, 2008:
 - 1. The salary schedule in effect on June 30, 2008 shall be amended to reflect the addition of Step M at SR-16 and above.
 - 2. Employees on Step L of the salary schedule on June 30, 2008 who have twenty-seven (27) or more years of service in BU 13 or excluded from BU 13 and also at least three (3) years on Step L shall move to Step M on July 1, 2008.
 - 3. All Employees other than those covered by D2 shall retain their existing pay.
- E. Subject to the approval of the respective legislative bodies and effective October 1, 2008:

1. The salary schedule in effect on September 30, 2008 shall be amended to reflect a four percent (4%) increase.
2. Employees shall be placed on the corresponding pay range and step of the October 1, 2008 salary schedule.
3. Appointing authorities may grant Exempt Employees up to a four percent (4%) pay increase, provided that employees administratively assigned to a salary range shall be compensated on an official step rate.

SALARIES

[This adjustment is applicable to EMCP employees excluded from BU 04 and BU 13.]

- A. Effective July 1, 2007, the salary schedule in effect on June 30, 2007 is replaced with the July 1, 2007 salary schedule in Attachment F. The minimum rates and Within Range Progression (WIRP) rates are increased more than the four percent (4%) increases to the BU 04 and BU 13 salary schedules in order to catch up with the maximum rates and WIRP rates of other local jurisdictions. The maximum rates are increased by four percent (4%).
- B. Subject to the approval of the respective legislative bodies and effective July 1, 2007, Employees, who are eligible for WIRP increases from July 1, 2007 through June 30, 2009, shall receive their WIRP increases on their WIRP dates, subject to the maximum rate of the applicable salary range.
- C. Employees employed on October 1, 2007 who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations shall receive a one-time lump sum bonus of one percent (1%) of their June 30, 2007 salaries. The bonus does not increase the Employees' base pay.
 1. The Employee must have occupied an EMCP position for at least six months of the July 1, 2006 through June 30, 2007 evaluation period.
 2. 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.
 3. 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 fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.

4. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications.
- D. Subject to the approval of the respective legislative bodies and effective July 1, 2007, Employees shall receive a four percent (4%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.
 - E. Effective July 1, 2008, the salary schedule in effect on June 30, 2008 is replaced by the July 1, 2008 salary schedule in Attachment F. The WIRP rates and the minimum rates are unchanged, but the maximum rates are increased by four percent (4%).
 - F. Employees employed on October 1, 2008, who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations, shall receive a one-time lump sum bonus of one percent (1%) of their June 30, 2008 salaries. The bonus does not increase the Employees' base pay.
 1. The Employee must have occupied an EMCP position for at least six months of the July 1, 2007 through June 30, 2008 evaluation period.
 2. 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.
 3. 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 fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.
 4. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications.
 - G. Subject to the approval of the respective legislative bodies and effective July 1, 2008:
 1. Employees excluded from BU 04 shall receive a four percent (4%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.
 2. Employees excluded from BU 13, who are compensated at the maximum rate of their salary ranges on June 30, 2008, have twenty-seven (27) or more years of service in BU 13 or excluded from BU 13, and have been compensated at the maximum rate of their salary ranges for at least three

(3) years shall have their salaries increased to the July 1, 2008 maximum rate of their salary ranges.

- H. Effective October 1, 2008, the salary schedule in effect on September 30, 2008 is replaced by the October 1, 2008 salary schedule in Attachment F. The WIRP rates are unchanged, and the minimum and maximum rates are increased by four percent (4%).
- I. Employees excluded from BU 13 shall receive a four percent (4%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.

SALARIES

[This adjustment is applicable to EMCP employees excluded from BU 09.]

- A. The higher of the BU 13 EMCP minimum and maximum rates or the BU 09 minimum and maximum rates shall be utilized.
- B. Subject to the approval of the respective legislative bodies and effective July 1, 2007, Employees, who are eligible for WIRP increases from July 1, 2007 through June 30, 2009, 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, 2007, Employees shall receive a five percent (5%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.
- D. Employees employed on October 1, 2007 who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations shall receive a one-time lump sum bonus of one percent (1%) of their June 30, 2007 salaries. The bonus does not increase the Employees' base pay.
 - 1. The Employee must have occupied an EMCP position for at least six months of the July 1, 2006 through June 30, 2007 evaluation period.
 - 2. 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.
 - 3. 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 fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.

4. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications.
- E. Subject to the approval of the respective legislative bodies and effective July 1, 2008, Employees shall receive a four percent (4%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.
 - F. Employees employed on October 1, 2008, who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations, shall receive a one-time lump sum bonus of one percent (1%) of their June 30, 2008 salaries. The bonus does not increase the Employees' base pay.
 1. The Employee must have occupied an EMCP position for at least six months of the July 1, 2007 through June 30, 2008 evaluation period.
 2. 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.
 3. 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 fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.
 4. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications.

SALARIES

[This adjustment is applicable to EMCP employees excluded from BU 11.]

- A. The EMCP maximum rates shall apply for the period July 1, 2007 through June 30, 2009. The higher of the EMCP maximum rates or the BU 11 maximum rates shall apply for the period July 1, 2009 through June 30, 2011.
- B. Subject to the approval of the respective legislative bodies and effective July 1, 2007, Employees, who are eligible for WIRP increases from July 1, 2007 through June 30, 2011, 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, 2007, Employees shall receive a five percent (5%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.

- D. Employees employed on October 1, 2007 who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations shall receive a one-time lump sum bonus of one percent (1%) of their June 30, 2007 salaries. The bonus does not increase the Employees' base pay.
1. The Employee must have occupied an EMCP position for at least six months of the July 1, 2006 through June 30, 2007 evaluation period.
 2. 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.
 3. 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 fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.
 4. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications.
- E. Subject to the approval of the respective legislative bodies and effective July 1, 2008, Employees shall receive a five percent (5%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.
- F. Employees employed on October 1, 2008, who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations, shall receive a one-time lump sum bonus of one percent (1%) of their June 30, 2008 salaries. The bonus does not increase the Employees' base pay.
1. The Employee must have occupied an EMCP position for at least six months of the July 1, 2007 through June 30, 2008 evaluation period.
 2. 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.
 3. 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 fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.

4. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications.
- G. Subject to the approval of the respective legislative bodies and effective July 1, 2009, Employees shall receive a five percent (5%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.
- H. Employees employed on October 1, 2009, who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations, shall receive a one-time lump sum bonus of one percent (1%) of their June 30, 2009 salaries. The bonus does not increase the Employees' base pay.
1. The Employee must have occupied an EMCP position for at least six months of the July 1, 2008 through June 30, 2009 evaluation period.
 2. 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.
 3. 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 fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.
 4. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications
- I. Subject to the approval of the respective legislative bodies and effective July 1, 2010, Employees shall receive a five percent (5%) increase to their monthly salaries, subject to the maximum rate of the applicable salary range.
- J. Employees employed on October 1, 2010, who received an overall evaluation of "Exceptional" on their annual EMCP Performance Evaluations, shall receive a one-time lump sum bonus of one percent (1%) of their June 30, 2010 salaries. The bonus does not increase the Employees' base pay.
1. The Employee must have occupied an EMCP position for at least six months of the July 1, 2009 through June 30, 2010 evaluation period.
 2. 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.

3. 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 fractions of a month, round to the nearest whole month, not to exceed a total of twelve months.
4. The bonus shall not be applied to Employees retroactively reallocated to EMCP classifications from non-EMCP classifications

The Director of Human Resources Development shall be responsible for the uniform administration of these adjustments and is authorized to make any interpretations concerning the applicability of these adjustments to State officers and employees of the State government executive branch who are excluded from collective bargaining.

DONE at the State Capitol, Honolulu,
State of Hawaii, this 29th
day of June, 2007


LINDA LINGLE
Governor of Hawaii

APPROVED AS TO FORM:



MARK J. BENNETT
Attorney General