

SUPPLEMENTAL AGREEMENT

Compensation for Engineer Classes in Bargaining Unit 13

This SUPPLEMENTAL AGREEMENT (SUP) is entered into this _____ day of _____ 2024, by and between the State of Hawai'i, (hereinafter "Employer") and the Hawai'i Government Employees Association, AFSCME Local 152, AFL-CIO, (hereinafter "Union") on behalf of employees in Engineer classes in Bargaining Unit 13 (BU 13).

WHEREAS, the EMPLOYER and the UNION have negotiated a collective bargaining agreement effective during the period July 1, 2021 to June 30, 2025 for Employees in BU 13; and

WHEREAS, under §89-6 of the Hawaii Revised Statutes (HRS), each employer may negotiate, independently of one another, supplemental agreements that apply to their respective employees provided it shall not extend beyond the term of the applicable collective bargaining agreement; and

WHEREAS, to aid in the recruitment and retention of Engineers, a separate salary schedule is being proposed prior to the end of the BU 13 contract period; and

WHEREAS, excluded from the subject of negotiations are matters of classification, reclassification, benefits of but not contributions to the Hawai'i employer-union health benefits trust fund, recruitment, examination, initial pricing, and retirement benefits except as provided in section 88-8(h) HRS; and

WHEREAS, this supplemental agreement does not constitute negotiations on subject matters excluded from collective bargaining pursuant to §89-9(d), HRS.

NOW, THEREFORE, the parties hereto have agreed to the following:

1. A separate Engineer salary schedule designated as Attachment 1 shall be effective June 1, 2024. Attachment 2 shall be effective July 1, 2024 and shall reflect the 3.59% negotiated adjustment.
2. Effective June 1, 2024, Employees in Engineer I to VI classes shall be placed on the corresponding pay range and step of the EN salary schedule (Attachment 1). For example, an Engineer IV on SR 24, step E shall be placed on EN 24, step E. Any shortage differential the Employee was receiving shall be terminated.
3. The provisions of Article 14, Compensation Adjustment shall continue to apply to Employees using the rates on Attachments 1 and 2. Because the salary schedule is no longer integrated, certain compensation adjustment provisions may result in a rate that falls between two steps. These provisions have been amended on Attachment 3.

4. If an Employee moves out of the Engineer class to a BU 13 position not covered by this SUP, the Employee's compensation adjustment shall be calculated from the corresponding pay range and step of the BU 13 SR salary schedule in the collective bargaining agreement.
5. Only Employees in the Engineer I to VI classes shall have their pay based on the rates on the Engineer salary schedule (Attachments 1 and 2).
6. The parties agree to meet, discuss, and endeavor to resolve issues and concerns that may arise while this SUP is in effect.

THIS SUPPLEMENTAL AGREEMENT SHALL BE EFFECTIVE from _____ to and including June 30, 2025. Either party may terminate this SUP by giving the other party thirty (30) days prior written notice.

IN WITNESS WHEREOF, the parties hereto by their authorized representatives have executed this SUP on the day and year first written above.

FOR THE EMPLOYER:

STATE OF HAWAI'I

FOR THE UNION:

HAWAI'I GOVERNMENT
EMPLOYEES ASSOCIATION

Brenna Hashimoto
Director, Department of Human
Resources Development

Randy Perreira
Executive Director

Luis Salaveria
Director, Department of Budget
and Finance

Wilbert S. Holck
Chief Negotiator

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
ENGINEER SALARY SCHEDULE

Attachment 1

Effective Date: 06/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
EN18	ANN	63,480	65,220	67,008	68,856	70,752	72,696	74,700	76,752	78,864	81,036
	MON	5,290	5,435	5,584	5,738	5,896	6,058	6,225	6,396	6,572	6,753
	8HR	244.16	250.88	257.76	264.80	272.16	279.60	287.28	295.20	303.36	311.68
	HRLY	30.52	31.36	32.22	33.10	34.02	34.95	35.91	36.90	37.92	38.96
EN19	ANN	65,964	67,776	69,636	71,556	73,524	75,540	77,616	79,752	81,948	84,204
	MON	5,497	5,648	5,803	5,963	6,127	6,295	6,468	6,646	6,829	7,017
	8HR	253.68	260.64	267.84	275.20	282.80	290.56	298.56	306.72	315.20	323.84
	HRLY	31.71	32.58	33.48	34.40	35.35	36.32	37.32	38.34	39.40	40.48
EN20	ANN	68,556	70,440	72,372	74,364	76,404	78,504	80,664	82,884	85,164	87,504
	MON	5,713	5,870	6,031	6,197	6,367	6,542	6,722	6,907	7,097	7,292
	8HR	263.68	270.96	278.32	286.00	293.84	301.92	310.24	318.80	327.52	336.56
	HRLY	32.96	33.87	34.79	35.75	36.73	37.74	38.78	39.85	40.94	42.07
EN21	ANN	71,244	73,200	75,216	77,280	79,404	81,588	83,832	86,136	88,500	90,936
	MON	5,937	6,100	6,268	6,440	6,617	6,799	6,986	7,178	7,375	7,578
	8HR	274.00	281.52	289.28	297.20	305.44	313.84	322.40	331.28	340.40	349.76
	HRLY	34.25	35.19	36.16	37.15	38.18	39.23	40.30	41.41	42.55	43.72
EN22	ANN	74,040	76,080	78,168	80,316	82,524	84,792	87,120	89,520	91,980	94,512
	MON	6,170	6,340	6,514	6,693	6,877	7,066	7,260	7,460	7,665	7,876
	8HR	284.80	292.64	300.64	308.88	317.44	326.16	335.04	344.32	353.76	363.52
	HRLY	35.60	36.58	37.58	38.61	39.68	40.77	41.88	43.04	44.22	45.44
EN23	ANN	77,040	79,164	81,336	83,568	85,872	88,236	90,660	93,156	95,712	98,340
	MON	6,420	6,597	6,778	6,964	7,156	7,353	7,555	7,763	7,976	8,195
	8HR	296.32	304.48	312.80	321.44	330.24	339.36	348.72	358.32	368.16	378.24
	HRLY	37.04	38.06	39.10	40.18	41.28	42.42	43.59	44.79	46.02	47.28
EN24	ANN	91,440	93,960	96,540	99,192	101,916	104,724	107,604	110,568	113,604	116,724
	MON	7,620	7,830	8,045	8,266	8,493	8,727	8,967	9,214	9,467	9,727
	8HR	351.68	361.36	371.28	381.52	392.00	402.80	413.84	425.28	436.96	448.96
	HRLY	43.96	45.17	46.41	47.69	49.00	50.35	51.73	53.16	54.62	56.12

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
ENGINEER SALARY SCHEDULE

Attachment 1

Effective Date: 06/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
EN25	ANN	95,028	97,644	100,332	103,092	105,924	108,840	111,828	114,900	118,056	121,308
	MON	7,919	8,137	8,361	8,591	8,827	9,070	9,319	9,575	9,838	10,109
	8HR	365.52	375.52	385.92	396.48	407.44	418.64	430.08	441.92	454.08	466.56
	HRLY	45.69	46.94	48.24	49.56	50.93	52.33	53.76	55.24	56.76	58.32
EN26	ANN	98,760	101,472	104,268	107,136	110,088	113,112	116,220	119,412	122,700	126,072
	MON	8,230	8,456	8,689	8,928	9,174	9,426	9,685	9,951	10,225	10,506
	8HR	379.84	390.24	401.04	412.08	423.44	435.04	447.04	459.28	471.92	484.88
	HRLY	47.48	48.78	50.13	51.51	52.93	54.38	55.88	57.41	58.99	60.61
EN27	ANN	102,720	105,540	108,444	111,432	114,492	117,636	120,876	124,200	127,620	131,124
	MON	8,560	8,795	9,037	9,286	9,541	9,803	10,073	10,350	10,635	10,927
	8HR	395.04	405.92	417.12	428.56	440.32	452.48	464.88	477.68	490.88	504.32
	HRLY	49.38	50.74	52.14	53.57	55.04	56.56	58.11	59.71	61.36	63.04
EN28	ANN	111,108	114,156	117,300	120,528	123,852	127,248	130,752	134,340	138,036	141,828
	MON	9,259	9,513	9,775	10,044	10,321	10,604	10,896	11,195	11,503	11,819
	8HR	427.36	439.04	451.12	463.60	476.32	489.44	502.88	516.72	530.88	545.52
	HRLY	53.42	54.88	56.39	57.95	59.54	61.18	62.86	64.59	66.36	68.19

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
ENGINEER SALARY SCHEDULE

Attachment 2

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
EN18	ANN	65,760	67,560	69,408	71,328	73,296	75,300	77,376	79,512	81,696	83,940
	MON	5,480	5,630	5,784	5,944	6,108	6,275	6,448	6,626	6,808	6,995
	8HR	252.96	259.84	266.96	274.32	281.92	289.60	297.60	305.84	314.24	322.88
	HRLY	31.62	32.48	33.37	34.29	35.24	36.20	37.20	38.23	39.28	40.36
EN19	ANN	68,328	70,212	72,132	74,124	76,164	78,252	80,400	82,620	84,888	87,228
	MON	5,694	5,851	6,011	6,177	6,347	6,521	6,700	6,885	7,074	7,269
	8HR	262.80	270.08	277.44	285.12	292.96	300.96	309.20	317.76	326.48	335.52
	HRLY	32.85	33.76	34.68	35.64	36.62	37.62	38.65	39.72	40.81	41.94
EN20	ANN	71,016	72,972	74,976	77,028	79,152	81,324	83,556	85,860	88,224	90,648
	MON	5,918	6,081	6,248	6,419	6,596	6,777	6,963	7,155	7,352	7,554
	8HR	273.12	280.64	288.40	296.24	304.40	312.80	321.36	330.24	339.36	348.64
	HRLY	34.14	35.08	36.05	37.03	38.05	39.10	40.17	41.28	42.42	43.58
EN21	ANN	73,800	75,828	77,916	80,052	82,260	84,516	86,844	89,232	91,680	94,200
	MON	6,150	6,319	6,493	6,671	6,855	7,043	7,237	7,436	7,640	7,850
	8HR	283.84	291.68	299.68	307.92	316.40	325.04	334.00	343.20	352.64	362.32
	HRLY	35.48	36.46	37.46	38.49	39.55	40.63	41.75	42.90	44.08	45.29
EN22	ANN	76,704	78,816	80,976	83,196	85,488	87,840	90,252	92,736	95,280	97,908
	MON	6,392	6,568	6,748	6,933	7,124	7,320	7,521	7,728	7,940	8,159
	8HR	295.04	303.12	311.44	320.00	328.80	337.84	347.12	356.64	366.48	376.56
	HRLY	36.88	37.89	38.93	40.00	41.10	42.23	43.39	44.58	45.81	47.07
EN23	ANN	79,800	82,008	84,252	86,568	88,956	91,404	93,912	96,504	99,144	101,868
	MON	6,650	6,834	7,021	7,214	7,413	7,617	7,826	8,042	8,262	8,489
	8HR	306.96	315.44	324.08	332.96	342.16	351.52	361.20	371.20	381.36	391.84
	HRLY	38.37	39.43	40.51	41.62	42.77	43.94	45.15	46.40	47.67	48.98
EN24	ANN	94,728	97,332	100,008	102,756	105,576	108,480	111,468	114,540	117,684	120,912
	MON	7,894	8,111	8,334	8,563	8,798	9,040	9,289	9,545	9,807	10,076
	8HR	364.32	374.32	384.64	395.20	406.08	417.20	428.72	440.56	452.64	465.04
	HRLY	45.54	46.79	48.08	49.40	50.76	52.15	53.59	55.07	56.58	58.13

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
ENGINEER SALARY SCHEDULE

Attachment 2

Effective Date: 07/01/2024

Bargaining Unit: 13 Professional and Scientific Employees

		Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
EN25	ANN	98,436	101,148	103,932	106,788	109,728	112,752	115,848	119,028	122,292	125,664
	MON	8,203	8,429	8,661	8,899	9,144	9,396	9,654	9,919	10,191	10,472
	8HR	378.64	389.04	399.76	410.72	422.00	433.68	445.60	457.84	470.32	483.36
	HRLY	47.33	48.63	49.97	51.34	52.75	54.21	55.70	57.23	58.79	60.42
EN26	ANN	102,300	105,120	108,012	110,988	114,036	117,168	120,396	123,696	127,104	130,596
	MON	8,525	8,760	9,001	9,249	9,503	9,764	10,033	10,308	10,592	10,883
	8HR	393.44	404.32	415.44	426.88	438.64	450.64	463.04	475.76	488.88	502.32
	HRLY	49.18	50.54	51.93	53.36	54.83	56.33	57.88	59.47	61.11	62.79
EN27	ANN	106,404	109,332	112,332	115,428	118,608	121,860	125,220	128,664	132,204	135,828
	MON	8,867	9,111	9,361	9,619	9,884	10,155	10,435	10,722	11,017	11,319
	8HR	409.28	420.48	432.08	443.92	456.16	468.72	481.60	494.88	508.48	522.40
	HRLY	51.16	52.56	54.01	55.49	57.02	58.59	60.20	61.86	63.56	65.30
EN28	ANN	115,092	118,260	121,512	124,860	128,304	131,820	135,444	139,164	142,992	146,916
	MON	9,591	9,855	10,126	10,405	10,692	10,985	11,287	11,597	11,916	12,243
	8HR	442.64	454.88	467.36	480.24	493.44	507.04	520.96	535.28	550.00	565.04
	HRLY	55.33	56.86	58.42	60.03	61.68	63.38	65.12	66.91	68.75	70.63

Attachment 3

Article 14, Compensation Adjustment

B. Compensation Adjustment Upon Promotion.

1. As used in this paragraph, "promotion" means the movement of a regular Employee from the position in which the Employee last held a permanent appointment to a vacant civil service position assigned to a class with a higher pay range in the salary schedule.

2. ~~[Effective July 2, 2001, a]~~A regular Employee who is promoted shall be compensated as follows:

a. For promotions involving a movement of three (3) or less pay ranges, the Employee shall be compensated at the corresponding step in the higher salary range.

b. For promotions involving a movement of more than three (3) pay ranges, the Employee shall be compensated at the step in the higher salary range which is equal to the rate for promotions involving three (3) pay ranges.

1) If such rate falls between two (2) steps, the employee shall be compensated at the step in the higher pay range whose rate is immediately below the rate for promotions involving three (3) pay ranges and shall be entitled to a temporary differential. Notwithstanding J.1.a., the temporary differential shall equal the difference between the rate for promotions involving three (3) pay ranges and the Employee's new basic rate of pay.

2) If such rate falls below the minimum step, the Employee shall be compensated at the minimum step of the higher pay range.

3. Regular Employees who return to their permanent positions after a promotion on a temporary appointment basis or are released from a new probationary appointment following a promotion shall be compensated as though they had remained in their permanent positions continuously.

C. Compensation Adjustment Upon Demotion.

3. Demotion to Avoid Layoff; Demotion Due to Reorganization; Service Connected Disability Demotion.

b. ~~[Effective July 1, 2020, a]~~An Employee who accepts a demotion to avoid layoff; or is demoted due to a reorganization; or who receives a service connected disability demotion, shall be compensated as follows:

1) For demotions involving a movement of three (3) or less pay ranges, the Employee shall be compensated at the corresponding step in the lower pay range and shall be entitled to a demotion differential (DD).

2) For demotions involving a movement of more than three (3) pay ranges, the Employee shall be compensated at the step in the lower pay range which is equal to the rate for voluntary demotion involving three (3) pay ranges and shall be entitled to a DD.

a) If such rate falls between two (2) steps in the lower pay range, the Employee shall be compensated at the step in the lower pay range whose rate is immediately below that rate and shall entitled to a DD.

b) If ~~such~~[the] rate ~~[for voluntary demotion involving three (3) pay ranges]~~ falls above the maximum step in the lower pay range, the Employee shall be compensated at the maximum step of the lower pay range and shall be entitled to a DD.

C. Compensation Adjustment Upon Demotion.

5. Voluntary Demotion.

a. ~~[Effective July 2, 2001, a]~~**A** regular Employee who accepts a voluntary demotion shall be compensated as follows:

1) For voluntary demotions involving a movement of three (3) or less pay ranges, the Employee shall be compensated at the corresponding step in the lower pay range.

2) For voluntary demotions involving a movement of more than three (3) pay ranges, the Employee shall be compensated at the corresponding step in the lower pay range **and shall receive a DD. Notwithstanding J.2.a., the DD shall equal the difference between the rate for voluntary demotions involving three (3) pay ranges and the Employee's new basic rate of pay. If the sum falls above the maximum step in the lower pay range, the DD shall equal the difference between the maximum step of the lower pay range and the employee's new basic rate of pay.**~~[which is equal to the rate for voluntary demotions involving three (3) pay ranges. If such rate falls above the maximum step in the lower pay range, the Employee shall be compensated at the maximum step of the lower pay range.]~~

b. Upon return to the position in which an Employee last held a permanent appointment, a regular Employee who is demoted on a temporary appointment basis or who is released from a new probationary appointment following a demotion shall be compensated as though the Employee had remained in the former position continuously.