



KAUAI DIVISION
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May 17, 2024

Reiko Matsuyama, Managing Director
Office of the Mayor
County of Kauai
4444 Rice Street,
Lihue, HI 96766

Dear Managing Director Matsuyama,

RE: Supplemental Agreement Regarding Health Benefit Plans for Employees in Bargaining Units 2, 3, 4, 13 and 15

On May 1, 2024, HGEA received a proposal for a supplemental agreement between the County of Kauai and HGEA regarding 'Health Benefit Plans'. According to the proposed agreement, Kauai County will '*... pay the full premium and administrative cost of the Kaiser Standard HMO or HMSA 75/25 PPO health plans for single, 2-party, or family coverage.*' The county is also proposing to pay the full premium and administrative cost of the Verdegard Supplemental Medical and Prescription Drug plan for single, 2-party or family coverage, and for dental and vision coverage.

In a previous discussion, we proposed that employees who are enrolled in medical plans other than the Kaiser Standard HMO or HMSA 75/25 PPO health plans be treated similarly. You responded that the county would not offer a subsidy or pay more toward the premiums for the Kaiser Comprehensive HMO, HMSA 90/10 PPO, HMSA 80/20 PPO, and HMSA HMO plans.

At this point, especially since the county is also proposing a \$200 per month medical benefit to employees who are not enrolled in any of the EUTF medical plans, we are again requesting that the County pay more toward the premiums for the Kaiser Comprehensive HMO, HMSA 90/10 PPO, HMSA 80/20 PPO, and HMSA HMO plans, or offer a monthly subsidy similar to the proposed \$200 medical benefit. We believe that all the employees, regardless of the medical plan they are enrolled in, should be treated fairly and not be left out because of the plan they have chosen for themselves and their families.

Please let me know if you have any questions and I look forward to your response.

Sincerely,

Christopher Nii
Kauai Division Chief