

OFFICE OF THE MAYOR

DEREK S.K. KAWAKAMI, MAYOR

REIKO MATSUYAMA, MANAGING DIRECTOR



May 21, 2024

Christopher Nii
Kauai Division Chief
Hawaii Government Employees Association
3213 Akahi Street
Lihue, Hawaii 96766

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

Dear Mr. Nii,

In response to your letter dated May 17, 2024, please be advised that our initial proposal as reflected in the draft supplemental agreement will remain unchanged. As communicated to you by our Human Resources Department (HR), the County's cost for the employer's share of the premiums for those employees on the Kaiser Comprehensive HMO, HMSA 90/10 PPO, HMSA 80/20 PPO, and the HMSA HMO plans is greater than the cost for paying the full premium and administrative costs for the Kaiser Standard HMO or HMSA 75/25 PPO health plans. Moreover, the County will also pay the costs of the dental and vision premiums for all employees regardless of what medical plan they have chosen.

HR has been doing a tremendous amount of outreach to your members, outlining the benefits of each plan as well as confirming which plan each of them is enrolled. In addition, there will be a secondary open enrollment for your members who still want to switch.

Please work with HR to finalize the supplemental agreement and ratification vote, so that we can ensure this agreement is in place by the July secondary open enrollment period and with an effective date of September 1, 2024.

Thank you,

Reiko Matsuyama

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