JOSH GREEN, MD
GOVERNOR

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LIEUTENANT GOVERNOR

JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

DEPT. COMM. NO. 333

STATE OF HAWAIʻI
KA MOKUʻĀINA O HAWAIʻI
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA ʻOIHANA PONO LIMAHANA

January 26, 2026

The Honorable Ronald D. Kouchi
President and Members of the Senate
Thirty-Third Legislature
State Capitol, Room 409
Honolulu, HI 96813

The Honorable Nadine K. Nakamura
Speaker and Members House of Representatives
Thirty-Third Legislature
State Capitol, Rm 431
Honolulu, HI 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, I am transmitting copies of the Hawaii Unemployment Compensation Trust Fund Report, as required by section 383-126.5, Hawaii Revised Statutes (HRS).

In accordance with section 93-16, HRS, I am also informing you that the report may be viewed electronically at http://labor.hawaii.gov/find-a-report/.

Sincerely,

Jade T. Butay
Director of Labor and Industrial Relations

Enclosure

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Annual Evaluation of the

HAWAII UNEMPLOYMENT COMPENSATION TRUST FUND



State of Hawaii
Department of Labor
and Industrial Relations

STATE OF HAWAII
Governor: Josh Green, M.D., Governor

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
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In cooperation with:
UNEMPLOYMENT INSURANCE DIVISION
Anne Perreira-Eustaquio, Administrator

December 2025

TABLE OF CONTENTS

Page

Executive Summary 1

Background Information 4

- Purpose of Report
- Fund Definition and Requirements

Status of the Unemployment Compensation Trust Fund 5

- Status of the Fund
- Fund Solvency
- Tax Rates
- Taxable Wage Base

Economic Factors 7

- General Conditions
- Civilian Labor Force Data
- Insured Unemployment and Employment Covered by the UC Fund
- Weekly Benefit Amounts and Average Duration

Experience Rating 11

- Description
- Charged and Noncharged Benefits
- 2022 Employer Data

Appendixes

A Computation of Employer Contribution Rates A-1

B Annual Data from 1990

- Civilian Labor Force Data (Data from 1990)..... B-1
- Insured Unemployment and Employment Covered by the UC Fund ... B-2
- Weekly Benefit Amount and Average Duration B-3
- Hawaii Unemployment Compensation Trust Fund B-4
- Ratio of Current to Adequate Reserve Fund B-5
- Unemployment Insurance Tax Rates B-6
- Total and Taxable Wages B-7
- Charged and Noncharged Benefits B-8

C Benefits Not Charged to Employer Accounts C-1

D The Hawaii Unemployment Compensation Trust Fund and Economic Conditions: 1990 to the Present D-1-4

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EXECUTIVE SUMMARY

Highlights

Unemployment Compensation Trust Fund	2024	2025	2026
Contributions	$312 million	$233 million*	$237 million*
Interest	$17.5 million	$23.4 million*	$26.1 million *
Benefits	$162 million	$161 million*	$178 million*
Loans			
Fund Balance (end of year)	$704 million	$788 million*	$873 million*
Unemployment Rates			
Hawaii Insured Unemployment Rate	1.1%	0.9%*	1.00%*
Hawaii Total Unemployment Rate	3.0%	2.6%*	3.0%*
U.S. Total Unemployment Rate	4.0%	4.3%*	4.5%*
Taxable Wage Base	$59,100	$62,000	$64,500
Tax Schedule	Schedule D	Schedule C	Schedule C
Tax Rates			
Minimum	0.2%	0%	0.0%
Maximum	5.8%	5.6%	5.6%
Average			
% of Taxable Wages	1.40%	1.08%*	1.10%*
% of Total Wages	0.94%	0.76%*	0.75%*
Weekly Benefit Amount			
Minimum	$5	$5	$5
Maximum	$796	$835	$868
Average	$631	$673	
Average Benefit Duration	15.7 weeks	14.4 weeks	

** Forecasted*

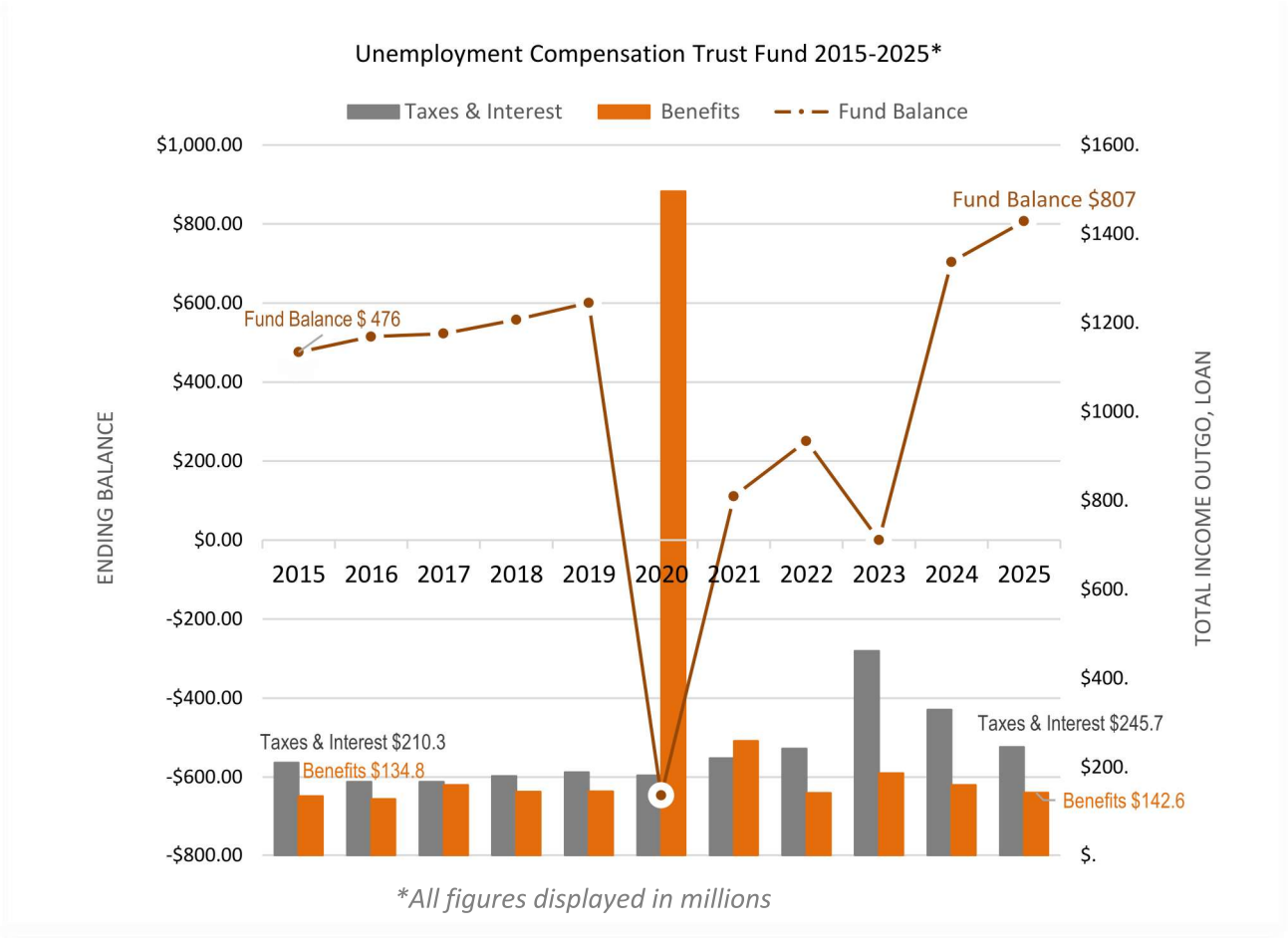
Status of the Fund

The Hawaii Unemployment Compensation Trust Fund's (UCTF) financial position strengthened in 2025, with its balance increasing from $704 million at year-end 2024 to $788 million by the conclusion of November 2025. Unemployment Insurance (UI) benefit payments amounted to $143 million between January and November 2025. with total payments for the full year 2025 projected to reach approximately $161 million. Employer contributions to the UI Fund reached $228 million during the same period and were projected to be approximately $233 million at the end of 2025. During the three-year period from 2022 to 2024, a favorable income over payouts allowed the trust fund to recover its stability, leading to a reduction in future contributions rates.

Hawaii's economy is on the mend from the COVID-19 pandemic and the 2023 Maui wildfires, with several economic indicators returning to or exceeding 2019 levels. The UCTF is expected to continue to grow in 2026 thanks to a projected decrease in unemployment claims and benefit payments. This forecast indicates a continuing recovery, supported by slow but steady growth in GDP and visitor spending, along with an increase in overall employment.

Hawaii's Insured Unemployment Rate dropped to 0.92% for the week ending Dec. 27, 2025, significantly under its usual 1.30% average. This favorable trend is expected to help the UCTF maintain a strong financial position, with a projected year-end balance of $788 million for 2025.

The Hawaii Unemployment Insurance (UI)' contribution rate is set to Schedule C for calendar year 2026, a rate structure the Department of Labor and Industrial Relations (DLIR) forecasts will drop to a lower schedule in 2027. The maximum weekly unemployment benefit for new claims in 2026 will increase to $868.

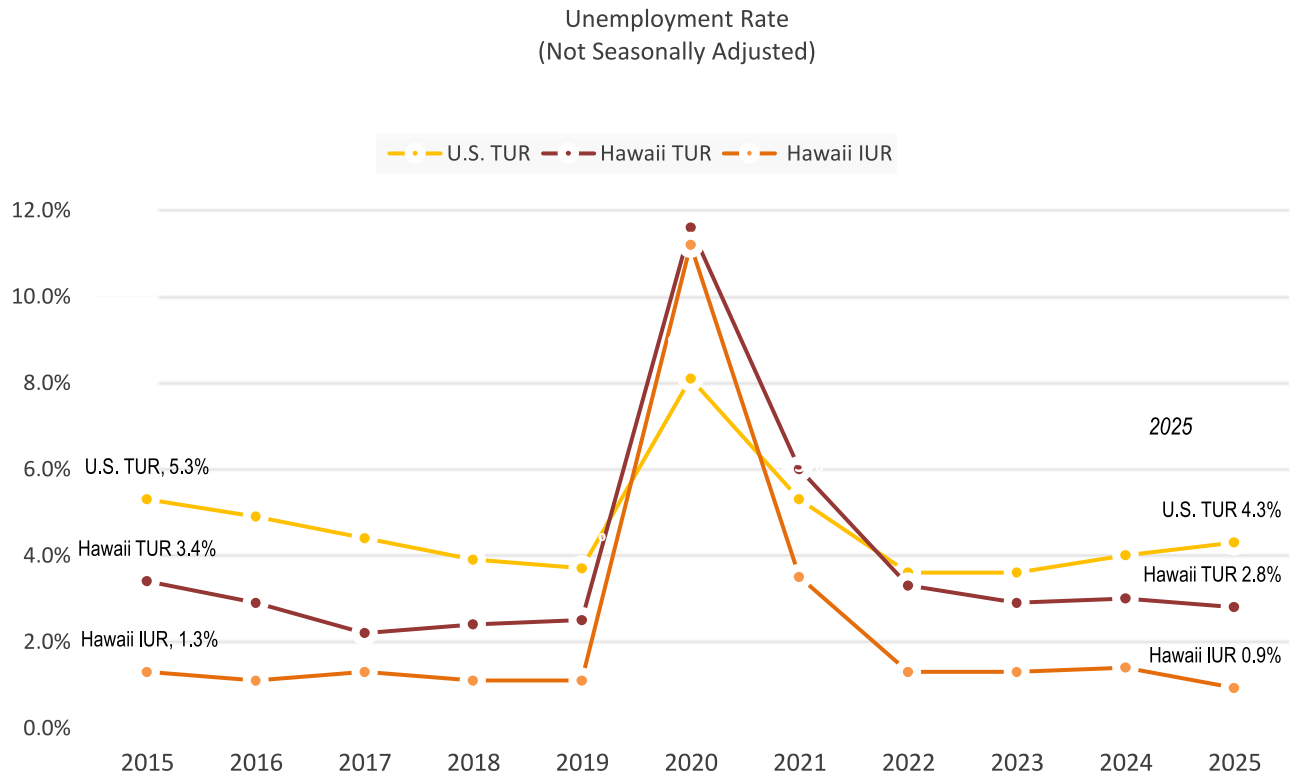


Economic Factors

Key labor market data was significantly delayed by the recent government shutdown. This prevented the Bureau of Labor Statistics (BLS) from calculating several economic indicators, including October's unemployment rate. In November 2025, the national unemployment rate not seasonally adjusted rose to 4.3%, up from 4.0% the previous year, while Hawaii's rate decreased to 2.4% from 3.2% in November 2024. Over the first eleven months of 2025, Hawaii saw its average nonagricultural wage and salary jobs increase by 10,400, reaching an average of 650,200 compared to 637,564 in the same period of 2024.

The insured unemployment rate (IUR) is the percentage of covered employment receiving unemployment benefits. It is used for estimating future benefit outlays from the UCTF. The average IUR in 2024 was 1.14%, with the most recent figure for December 2025 reported at 0.93%.

This report's forecast is based on the assumption of positive and stable labor market conditions for US and Hawaii. Specifically, Hawaii's total unemployment rate (TUR) is expected to be around 2.8% in 2025 and 2026, while the trust fund estimates are based on an insured unemployment rate of 1.00% for 2025 and 2026.
(Source: UHERO State Forecast))



2025 Tax Schedule and Taxable Wage Base

Every December the tax rates are finalized for the upcoming year. For the calendar year 2026, tax rates under Schedule C will have a minimum of 0% and a maximum of 5.60%, with an estimated average rate of 1.10%. The maximum annual wages subject to this tax will see an increase of nearly 4.0%, rising to $64,500 from $62,000 in 2025.

BACKGROUND INFORMATION

Purpose of Report

This report is produced to meet the requirements of section 383–126.5, Hawaii Revised Statutes, which calls for an *annual evaluation of the adequacy of the Hawaii Unemployment Compensation Trust Fund balance*, considering conditions in the State and national economic trends.

Fund Definition and Requirements

Establishment of Fund in Hawaii state law. The Hawaii Employment Security Law (Hawaii Revised Statutes, chapter 383) establishes the Unemployment Compensation Trust Fund under the administration of the Department of Labor and Industrial Relations. Unemployment insurance contributions (taxes) are collected from employers and deposited into this fund. Interest earned on the fund balance is also credited to the fund. The fund can be used *only* to pay unemployment insurance benefits or refunds of overpaid contributions.

Federal requirements. Both state and federal laws govern the unemployment insurance program. The Federal Unemployment Tax Act (FUTA), which is part of the U.S. Internal Revenue Code, provides for a federal payroll tax—currently 6.0% of the first $7,000 in wages per year per employee. Employers receive a tax credit of 5.4% against the Federal tax (resulting in a net tax rate of 0.6%) if their state's law meets all the requirements in the federal laws. The federal tax pays for state and federal administration costs, the federal share of extended benefits, and a loan fund for states that deplete their unemployment funds.

The Social Security Act also contains many requirements relating to the unemployment insurance program.

Three important trust fund-related federal requirements are as follows:

- All state Unemployment Compensation Trust funds must be maintained in the U.S. Treasury as part of the federal Unemployment Trust Fund. Each state has an account in the Trust Fund and interest is paid quarterly to the account by the federal government.
- The Trust Fund can be used essentially only for the payment of unemployment benefits.
- Employers receive the full 5.4% federal tax credit only if the state's system for determining individual employer tax rates meets federal standards. For example, the state's maximum tax rate must be at least 5.4% and an employer's tax rate may be reduced from the maximum, but the reduction must be based on that employer's experience with unemployment (experience rating).

Nonconformity to federal standards can result in:

- Denial of all credit against the federal tax (employer's federal tax would be the full 6.0% on the $7,000 wage base);
- Denial of additional credit (employer's federal tax would be the difference of the full federal tax minus their state taxes paid); and/or
- Denial of administration grants to run the state program.

To ensure that Hawaii employers continue to receive full federal unemployment tax credits and funding for the state program is not lost, federal standards must be considered in developing laws affecting Hawaii's UCTF.

Self-financing of benefits by governmental and/or nonprofit employers. Section 383-62, Hawaii Revised Statutes, provide that State and County governmental employers and nonprofit organizations described in section 501(c)(3) of the Internal Revenue Code are exempt from income tax under section 501(a) of such code, and Indian tribes may elect exemption from paying contributions by requesting self-financing status.

STATUS OF THE UNEMPLOYMENT COMPENSATION TRUST FUND

Status of the Fund

(Historical data from 2015: Appendix B, page B-4)

The UCTF reported a balance of over $807 million at the end of November 2025. Employer contributions to the UCTF fell almost 27%, from $311 million under 2024's Schedule D to $228 million under 2025's Schedule C, during the first eleven months of each respective year. This decrease was a direct result of the shift to a lower tax schedule. Meanwhile, UI benefit payments stabilized at a normal level, with $149 million and $143 million disbursed from the fund for the respective periods.

- ***Financial Projections (2026):***
  - *Benefit payments are expected to rise from 2025's $161 million to approximately $178 million in 2026.*
  - *Taxes and interest are estimated to be about $237 million.*
  - *The trust fund balance is forecasted to reach around $873 million by the end of 2026.*

HAWAII UNEMPLOYMENT COMPENSATION TRUST FUND

(In millions of $)

Year	Taxes	Interest	Benefits	Fund Balance	Federal Loan Balance
2015	$200.2	$10.1	$134.8	$475.9	$0.0
2016	$156.0	$11.3	$128.1	$515.1	$0.0
2017	$155.6	$11.6	$159.6	$522.5	$0.0
2018	$167.9	$12.3	$144.8	$557.8	$0.0
2019	$174.5	$14.0	$145.8	$600.5	$0.0
2020	$175.1	$6.3	$1,496.1	$44.1	$691.6
2021	$220.1	$0.6	$258.7	$111.1	$8.4
2022	$238.0	$2.7	$142.0	$249,0	$0.0
2023	$453.3	$8.6	$186.4	$528.0	$0.0
2024	$311.9	$17.4	$162.5	$704.0	$0.0
2025					
Jan	$45.8	$0.0	$14.1	$735.5	$0.0
Feb	$3.9	$0.0	$12.0	$727.1	$0.0
Mar	$7.9	$5.5	$13.1	$721.9	$0.0
Apr	$63.5	$0.03	$12.5	$772.8	$0.0
May	$3.7	$0.15	$12.0	$764.5	$0.0
Jun	$7.0	$5.6	$13.8	$757.7	$0.0
Jul	$56.1	$1.4	$12.6	$801.6	$0.0
Aug	$3.9	$0.0	$13.4	$792.4	$0.0
Sep	$1.9	$6.0	$14.8	$785.7	$0.0
Oct	$42.0	$0.05	$12.6	$815.8	$0.0
Nov	$3.3	$0.07	$11.6	$806.9	$0.0
Projected					
2025	*$233*	*$23.4*	*$161*	*$788*	
2026	*$237*	*$26.1*	*$178*	*$873*	

Fund Solvency

(*Historical data from 1990: Appendix B, page B-5)*

The Hawaii Employment Security Law defines the factors used to measure the adequacy of the Fund and how the tax rate schedule for the coming year is determined based on that adequacy level. Appendix A outlines the method for determining the tax schedule and how each employer's individual tax rate is computed based on the employer's benefit and contribution experience as well as the schedule in effect.

Effective for calendar years 2023 through 2030, the definition of the adequate reserve fund has been amended by Act 281 to specifically exclude the benefit cost rate from June 2020 through August 2021 from the calculation of the highest ten-year benefit payout level.

Data used for tax schedule computations since 1980 is presented in Appendix B, page A-6, under the heading "Ratio of Current to Adequate Reserve Fund". For the purpose of calculating the 2025 tax liability, the adequate reserve amount is $628,948,043.28. The reserve fund balance is $806,991,137.22 as of November 30, 2025, triggering the implementation of Schedule C for 2026.

Tax Rates

(Historical data from 1990: Appendix B, page B-6)

For each calendar year, one of eight tax schedules (A through H) is effective, as detailed in Appendix A. Schedule A imposes the lowest tax rates, while Schedule H imposes the highest. The average tax rate for a specific schedule is determined by how employers are distributed across different reserve ratio groups. When employer contributions exceed benefits, employers tend to shift into higher reserve ratio groups, which places them in lower tax brackets and thus decreases the schedule's average tax rate. Conversely, periods of high unemployment cause more employers to move into higher tax rate groups, which automatically raises the average tax rate for each schedule.

Page B-6 and Appendix B detail the minimum, maximum, and average tax rates. With Schedule C active, taxes are projected to average approximately 1.1% of taxable wages throughout 2026. Between 1985 and 2012, the maximum tax rate for every schedule remained fixed at 5.4%. Act 263 (2012 Legislative Session) subsequently raised these maximum rates, as further delineated in Appendix A.

Taxable Wage Base

(Historical data from 1990: Appendix B, page B-7)

There is a maximum limit on the amount of taxable annual wages per employee for unemployment insurance tax purposes. The law sets this amount, the *taxable wage base,* at 100% of the statewide average annual wage.

Act 110 (2007 Legislative Session) set the taxable wage base at $13,000 for 2008 through 2010. Act 110 also contained a provision to increase the wage base back to the regular formula if the fund fell below the adequate reserve fund level. Because the fund fell below that level at the end of November 2009, the 2010 wage base computation should have returned to the 100% formula. However, Act 2 (2010 Legislative Session) reduced the taxable wage base to 90% of the average annual wage for calendar years 2010 and 2011. From 2012 and on, the 100% formula is in effect. For calendar year 2026, the taxable wage base increased to $64,500 for all employers, up from the $ 62,000 in 2025.

Setting the wage base at the average annual wage results in approximately 70% of all wages being subject to unemployment insurance taxes. The *Total and Taxable Wages* table on page B-7, Appendix B shows the taxable wage bases and the proportions of wages taxed since 1970.

ECONOMIC FACTORS

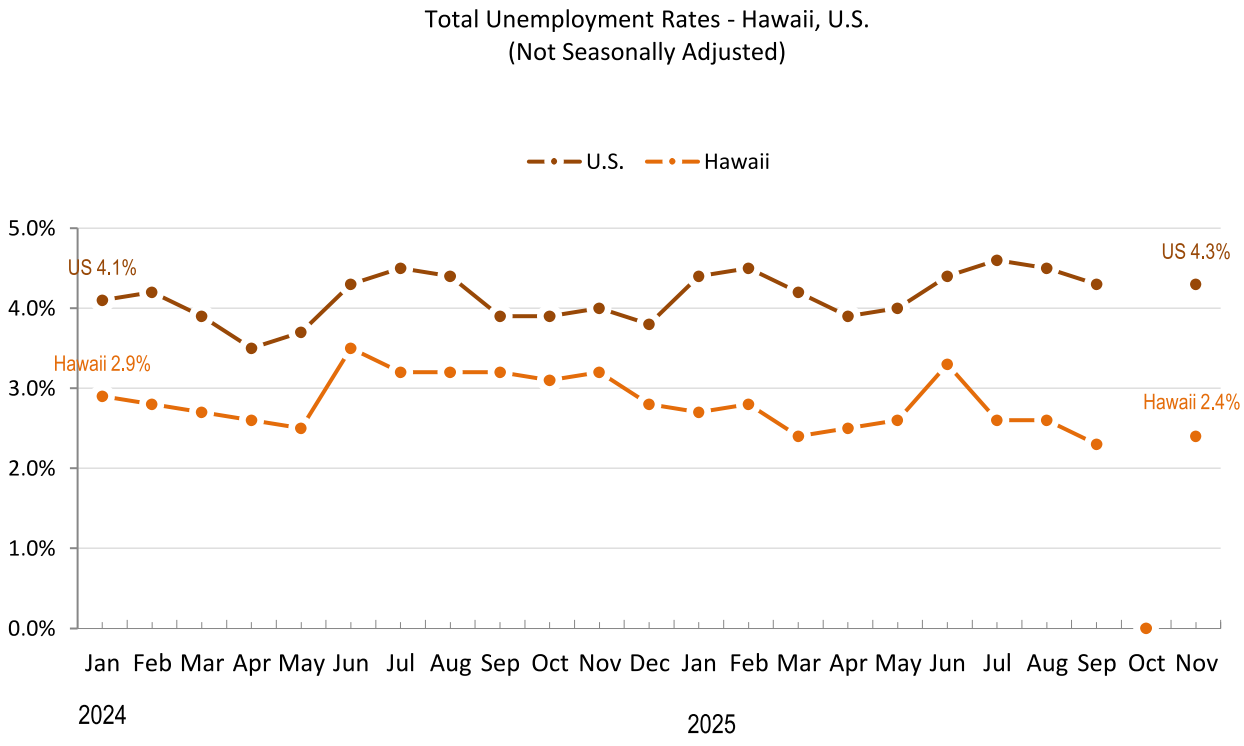
General Conditions

Hawaii's economy is stable and projected to grow, overcoming post-wildfire difficulties. The total unemployment rate for the state decreased to 2.4% in November 2025, down from 3.2% the previous year. A steady reduction in the rate has been observed through November 2025. While Honolulu and Kauai counties maintained a 2.3% unemployment rate in November 2025, Maui (2.6%) and Hawaii (2.7%) counties saw slightly elevated, but still low, rates, demonstrating consistent statewide conditions.

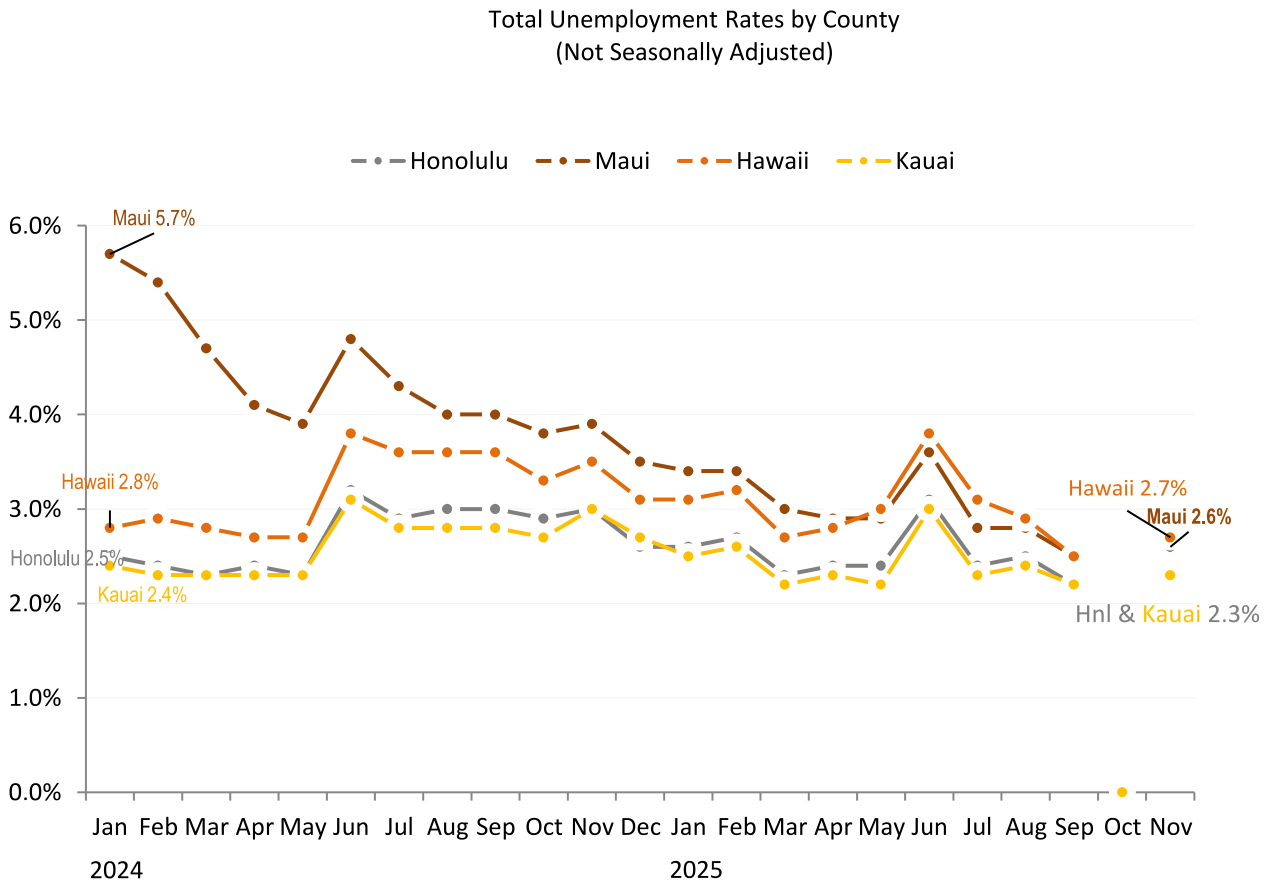
Hawai'i's labor market experienced growth during the eleven-month period ending in November 2025, with the nonagricultural wage and salary job count averaging 650,200 positions. This represented an increase of 12,636 jobs compared to the previous year's average of 637,564. The top three sectors contributing to this expansion were:

- Government
- Leisure and Hospitality
- Trade, Transportation & Utilities

Outlook: The state unemployment rate is forecast to fall slightly through 2026.



October 2025: Data unavailable due to the 2025 lapse in appropriations



October 2025:Data unavailable due to the 2025 lapse in appropriations

Civilian Labor Force Data

(Historical data from 2015: Appendix B, page A-2)

Hawaii's total civilian labor force is on the rise, increasing from a 2024 annual average of 680,300 to 688,055 people in the first eleven months of 2025.

Hawaii's employment increased by 10,330 from 659,800 to 670,130 and unemployment decreased by 2,380 from 20,300 to 17,920 for the first eleven months of 2025 compared to 2024 averages.

Hawaii's unadjusted civilian total unemployment rate (TUR) averaged 2.6% during the first eleven months of 2025, a decrease from the 3.0% average for 2024.

The U.S. has experienced a rise in its average unemployment rate, moving from 4.0% in 2024 to 4.3% in the first eleven months of 2025.

Forecasts anticipate the U.S. total unemployment rate (TUR) will hover around 4.3-4.5% in 2025-2026, while Hawaii's TUR is expected to be 2.6% (2025) and 3.0% (2026).

CIVILIAN LABOR FORCE DATA

Not Seasonally Adjusted

YEAR	*Civilian Labor Force*				
	State of Hawaii				
	Total	Employed	Unemployed	Total Unemployment Rate (TUR)	U.S Total Unemployment Rate (TUR)
2015 (B)	683,100	659,800	23,350	3.4%	5.3%
2016 (B)	694,200	674,050	20,150	2.9%	4.9%
2017 (B)	696,700	681,150	15,500	2.2%	4.4%
2018 (B)	693,450	676,800	16,650	2.4%	3.9%
2019 (B)	688,550	671,150	17,350	2.5%	3.7%
2020 (B)	666,100	588,600	77,500	11.6%	8.1%
2021 (B)	669,400	629,400	40,050	6.0%	5.3%
2022 (B)	673,000	650,900	22,100	3.3%	3.6%
2023 (B)	678,000	658,200	19,800	2.9%	3.6%
2024 (B)	680,300	660,100	20,200	3.0%	4.0%
2025					
Jan (R)	686,850	668,150	18,700	2.7%	4.4%
Feb (R)	690,250	670,850	19,400	2.8%	4.5%
Mar (R)	692,800	676,000	16,800	2.4%	4.2%
Apr (R)	692,100	674,900	17,200	2.5%	3.9%
May (R)	681,600	664,200	17,450	2.6%	4.0%
Jun (R)	688,950	666,450	22,500	3.3%	4.4%
Jul (R)	687,800	670,250	17,550	2.6%	4.6%
Aug (R)	683,250	665,650	17,600	2.6%	4.5%
Sep(R)	687,650	671,950	15,600	2..3%	4.3%
Oct	N/A	N/A	N/A	N/A	N/A
Nov (P)	689,300	672,900	16,400	(P) 2.4%	4.3%
Projected					
2025				2.6%	4.3%
2026				3.0%	4.5%

Notes: Except for percent unemployed, rounded to nearest 50.
Totals may not add due to rounding.
(B) Data from 2015-2024 reflect revised inputs, revised population controls and model re-estimation.
(R) Revised
(P) Preliminary
Total Unemployment Rate: Percent of Labor Force

Insured Unemployment and Employment Covered by the Unemployment Compensation Trust Fund

(Historical data from 2015: Appendix B, page A-3)

The average monthly number of employees covered by the Fund climbed in 2024, reaching 467,666, up from 465,875 the previous year. The average number of covered employees for the fiscal year ending June 2025 was 481,745.

The insured unemployment rate (IUR) is the average weekly unemployment insurance claims as a percent of covered employees. The IUR exhibited a downward trend in 2025, reaching 0.93% compared to the 1.14% average of 2024. The data indicates a reduction in the average weekly claims volume, moving from 5,931 in 2024 to 4,819 in 2025.

The Insured Unemployment Rate (IUR) is projected to average 1.00% in 2026.

INSURED UNEMPLOYMENT RATE AND EMPLOYMENT COVERED BY THE UC FUND

Year	Insured Unemployment		Employees Covered By the Fund
	Rate (IUR)	*Average Weekly Claims**	
2015	1.33%	7,607	467,820
2016	1.14%	7,012	475,512
2017	1.25%	7,637	481,001
2018	1.14%	6,949	484,587
2019	1.06%	6,553	482,634
2020	11.15%	74,561	395,613
2021	3.45%	15,769	423,710
2022	1.29%	6,450	455,155
2023	1.27%	8,152	465,875
2024	1.14%	5,841	467,666
2025			
Jan			
Feb	0.97%	5,865	468,487
Mar	0.94%	5,659	467,631
Apr	0.93%	5,604	519,147
May	0,89%	5,392	518,315
Jun	0,88%	5,338	515,973
Jul	0.90%	5,473	
Aug	0.93%	5,673	
Sep	0.96%	5,837	
Oct	0.95%	5,776	
Nov	0.93%	5,668	
Dec	0.92%	5,618	
Projected 2026	*1.00%*	*5,200*	

*Monthly data are for the week containing the 12th of the month and are based on 13-week moving averages.
Figures do not include claims under special programs that extend benefits beyond 26 weeks of regular benefits.

Weekly Benefit Amounts and Average Duration

(Historical data from 1990: Appendix B, page A-4)

The *maximum weekly benefit amount* payable to eligible claimants *will increase to $868 for the 2026 calendar year,* representing a $33 increase over the $835 maximum established in 2025. Under Hawaii's law a new maximum weekly benefit amount is normally computed each year as 70% of the current statewide average weekly wage. Prior to 1992, the computation used 2/3 rather than 70%. Effective for calendar years 2008 through 2010, the computation was made with a 75% multiplier due to Act 110 (2007 Legislative Session). Act 2 (2010 Legislative Session) extended the 75% multiplier through the 2011 computation. The computation returned to 70% for January through March 2012. Act 6 of the 2012 Legislative Session changed the computation back to 75% for claims filed from April through December 2012. From 2013 the formula returned to 70%.

Average weekly benefits saw an uptick from $631 in calendar year 2024 to $673 for 2025. A weekly benefit amount is computed for each claimant based on prior earnings. Average weekly benefits usually increase over time with increases in earnings. Average benefits increase more rapidly when workers with higher wages experience more unemployment and may decrease when lower wage claimants represent a larger proportion of the unemployed.

Claimants may receive up to the equivalent of 26 weeks of regular benefits at their computed weekly benefit amount. However, many return to work before collecting this entire amount. In 2025, there was a reduction in the average benefits duration, with claimants receiving payments for an average of 14.4 weeks, down from 15.7 weeks. These averages do not include benefits paid under special programs that extend benefits beyond the 26 weeks of regular benefits.

EXPERIENCE RATING

Description

The employer's unemployment insurance tax experience rating is based on the employer's own benefit, contribution, and wage history. For each employer an account is kept of the number of benefits paid to former employees and the amount of taxes paid into the Unemployment Compensation Trust Fund. At the end of the year, a *reserve ratio* is computed for each employer and that reserve ratio determines the employer's tax rate for the coming year. Appendix A describes this procedure.

Charged and Noncharged Benefits

(Historical data from 1990: Appendix B, page A-9)

For experience rating purposes benefits paid to former employees are usually charged to the employers' individual accounts. However, under certain conditions where the employer may be considered not responsible for the claimant's unemployment, the benefits paid to that former employee are *not* charged to the employer's account. The conditions for noncharging are described in Appendix C. Twenty percent of all benefits disbursed in 2024 were not charged to individual employer accounts. The financing for these uncharged benefits comes from the Unemployment Compensation Trust Fund's interest income or from all employers paying into a higher tax schedule due to an overall lower fund balance.

2024 Employer Data

The following tables outline the 2024 metrics (employment, wages, benefits, contributions) used to calculate the 2025 tax rates for Unemployment Compensation Trust Fund contributors. Employers no longer covered by Hawaii's UI program as of January 1, 2025, are excluded from these tables. The data provided is categorized using several criteria: reserve ratio, county, firm size, and industry groups. The reserve ratio tables show 2024 data based on reserve ratios as of the close of 2024, also indicating the 2024 tax rates for those groups.

For 2025, 16% of employers (6,507 total) achieved reserve ratios of 0.1500 or higher, placing them in the top tier and securing the minimum 0% tax rate. Meanwhile, 15% of employers were assigned the maximum 5.6% tax rate, mostly due to delinquent reporting.

Employer Data

2024 Employers and Wage Data by Reserve Ration

Reserve Ratio *End of 2024*	2025 Tax Rate	Number of Employers	% of Total	Employment	% of Total	Total Wages $000	% of Total	Taxable Wages $000	% of Total
.1500 and over	0.0%	6,507	16	68,671	12	3,220,992	11	2,253,545	11
.1400 to .1499	0.1%	1,758	4	37,416	8	2,467,388	8	1,645,682	8
.1300 to .1399	0.2%	2,055	5	41,984	9	3,069,822	10	1,928,153	9
.1200 to .1299	0.4%	2,299	5	52,659	11	3,633,430	12	2,323,975	11
.1100 to .1199	0.6%	2,235	6	36,173	10	2,596,848	9	1,898,736	9
.1000 to .1099	0.8%	3,622	9	43,445	9	2,500,471	8	1,843,848	9
.0900 to .0999	1.0%	2,740	7	44,141	9	2,512,082	8	1,882,682	9
.0800 to .0899	1.2%	2,309	6	35,656	11	3,104,699	10	2,284,710	11
.0700 to .0799	1.4%	1,487	4	25,346	5	1,602,684	5	1,129,766	5
.0600 to .0699	1.6%	577	1	15,324	3	1,008,195	3	704,995	3
.0500 to .0599	1.8%	323	1	4,436	1	499,562	2	342,621	2
.0300 to .0499	2.0%	347	1	6,268	1	273,715	1	185,527	1
.0000 to .0299	2.4%	449	1	4,635	1	335,756	1	228,597	1
-.0000 to -.0499	2.8%	368	1	3,821	1	325,458	1	199,319	1
-.0500 to -.0999	3.2%	206	1	2,718	1	344,799	1	212,984	1
-.1000 to -.4999	3.6%	617	1	8,114	1	516,229	2	327,417	2
-.5000 to -.9999	4.2%	202	1	2,631	1	226,891	1	164,140	1
-1.0000 to -1.4999	4.8%	71	0	864	0	93,045	0	62,681	0
-1.5000 to -1.9999	5.4%	42	0	715	0	39,937	0	28,502	0
-2.0000 and less	5.6%	84	0	412	0	30,794	0	18,186	0
New & Reactive	2.4%	5,659	14	10,614	2	502,309	2	358,129	2
N&R Neg		171	0	55	0	3,645	0	3,116	0
Reserve	**5.6%**								
Delinquent	5.6%	6,120	15	28,373	4	1,002,952	3	875,180	4
Total		40,248	100	470,487	100	29,911,703	98	20,902,490	100

Employment, wages, and percentages may not add to totals due to rounding.

2024 Benefit and Contribution Data by Reserve Ratio

Reserve Ratio End of 2024	2025 Tax Rate	Benefits Charged $000	Benefits Noncharged $000	Total Benefits $000	% of Total	Cost Rate* %	Contributions $000	% of Total	Tax Rate* %
.1500 and over	0.2%	3,259	3,327	6,587	3	0.29	14,248	5	0.63
.1400 to .1499	0.4%	2,142	1,231	3,374	2	0.21	7,242	3	0.44
.1300 to .1399	0.6%	1,917	1,790	3,707	2	0.19	12,102	4	0.63
.1200 to .1299	0.8%	2,930	2,297	5,227	2	0.22	17,807	6	0.77
.1100 to .1199	1.0%	3,041	1,854	4,895	2	0.26	18,093	7	0.95
.1000 to .1099	1.2%	3,321	1,994	5,314	3	0.29	24,829	9	1.35
.0900 to .0999	1.4%	4,474	2,895	7,369	4	0.39	27,954	10	1.48
.0800 to .0899	1.6%	8,953	4,233	13,186	7	0.58	36,360	13	1.59
.0700 to .0799	1.8%	5,205	2,344	7,548	4	0.67	19,007	7	1.68
.0600 to .0699	2.0%	5,328	1,586	6,914	4	0.98	12,155	4	1.72
.0500 to .0599	2.2%	4,090	1,186	5,276	3	1.54	7,611	3	2.22
.0300 to .0499	2.6%	3,135	618	3,752	3	2.02	4,245	2	2.29
.0000 to .0299	3.0%	6,687	813	7,499	5	3.28	6,320	2	2.76
-.0000 to -.0499	3.4%	6,632	476	7,109	5	3.57	7,139	3	3.58
-.0500 to -.0999	4.0%	7,112	374	7,486	6	3.51	8,840	3	4.15
-.1000 to -.4999	4.6%	20,767	779	21,546	17	6.58	14,914	5	4.56
-.5000 to -.9999	5.2%	19,605	287	19,892	16	12.12	8,232	3	5.02
-1.0000 to -1.4999	5.4%	5,616	124	5,741	4	9.16	3,407	1	5.44
-1.5000 to -1.9999	5.6%	2,985	82	3,067	2	10.76	1,572	1	5.52
-2.0000 and less	5.8%	3,066	252	3,318	2	18.24	1,053	0	5.79
New & Reactive	3.0%	172	100	271	0	0.08	11,132	4	3.11
N&R Neg Reserve	5.8%	272	52	324	0	10.40	161	0	5.17
Delinquent	5.8%	4,366	1,721	6,087	4	0.70	12,331	5	1.41
Total		125,074	30,415	155,489	100	0.78	276,754	100	1.32

Benefits, contributions, and percentages may not add to totals due to rounding.
* Cost Rate: Total Benefits divided by Taxable Wages; average for all employers is indicated on total line.
* Tax Rate: Contributions divided by Taxable Wages; average for all employers is indicated on total line.

2024 Employers and Wage Data by County

County	Number of Employers	% of Total	Employment	% of Total	Total Wages $000	% of Total	Taxable Wages $000	% of Total
Oahu	17,236	42	238,110	50	14,895,958	50	10,289,263	49
Maui	5,512	14	41,950	9	2,547,924	9	1,877,620	9
Hawaii	5,854	15	41,731	9	2,379,512	8	1,778,848	9
Kauai	2,445	6	20,871	4	1,233,086	4	930,223	4
Interstate	9,201	23	127,825	27	8,855,223	29	6,026,535	29
Total	40,248	100	470,487	99	29,911,703	100	20,902,489	100

Employment, wages, and percentages may not add to totals due to rounding.

2024 Benefit and Contribution Data by County

County	Benefits Charged $000	Benefits Noncharged $000	Total Benefits $000	% of Total	Cost Rate* %	Contributions $000	% of Total	Tax Rate* %
Oahu	60,616	10,724	71,340	46	0.69	128,273	47	1.247
Maui	11,688	10,568	22,257	14	1.19	28,810	10	1.534
Hawaii	9,086	1,641	10,727	7	0.60	25,051	10	1.408
Kauai	5,251	768	6,019	4	0.65	13,249	5	1.424
Interstate	38,432	6,714	45,146	29	0.75	81,369	28	1.350
Total	125,073	30,415	155,489	100	0.74	276,752	100.00	1.324

Benefits, contributions, and percentages may not add to totals due to rounding.
* Cost Rate: Total Benefits divided by Taxable Wages; average for all employers is indicated on total line.
* Tax Rate: Contributions divided by Taxable Wages; average for all employers is indicated on total line.

2024 Employment and Wage Data by Size of Firm

Employment Size	Number of Employers	% of Total	Employment	% of Total	Total Wages $000	% of Total	Taxable Wages $000	% of Total
Less than 5	29,468	73	39,675	8	2,864,346	10	1,844,792	9
5 to 9	4,643	12	32,445	7	1,832,741	6	1,292,840	6
10 to 19	2,874	7	39,979	9	2,434,750	8	1,666,202	8
20 to 49	1,927	5	59,330	12	3,677,742	12	2,550,106	12
50 to 99	725	2	50,843	11	3,332,540	11	2,286,867	11
100 to 249	394	1	61,615	13	3,830,446	13	2,782,495	13
250 or more	217	1	186,600	40	11,939,138	39	8,479,187	41
Total	40,248	100	470,487	100	29,911,703	100	20,902,489	100

Employment, wages, and percentages may not add to totals due to rounding.

2024 Benefit and Contribution Data by Size of Firm

Employment Size	Benefits Charged $000	Benefits Noncharged $000	Total Benefits $000	% of Total	Cost Rate* %	Contributions $000	% of Total	Tax Rate* %
Less than 5	17,150	4,753	21,903	14	1.19	28,582	10	1.55
5 to 9	8,628	1,805	10,432	7	0.81	17,851	7	1.38
10 to 19	10,875	2,078	12,953	8	0.78	22,938	8	1.38
20 to 49	19,407	3,992	23,400	15	0.92	36,120	13	1.42
50 to 99	17,938	2,743	20,681	13	0.90	32,360	12	1.42
100 to 249	15,830	3,733	19,563	13	0.70	36,485	13	1.31
250 or more	35,247	11,311	46,557	30	0.55	102,417	37	1.21
Total	125,075	30,415	155,489	100	0.74	276,753	100	1.32

Benefits, contributions, and percentages may not add to totals due to rounding.

* Cost Rate: Total Benefits divided by Taxable Wages; average for all employers is indicated on total line.

* Tax Rate: Contributions divided by Taxable Wages; average for all employers is indicated on total line.

2024 Employment and Wage Data by NAICS Industry

Industry	Number of Employers	% of Total	Employment	% of Total	Total Wages $000	% of Total	Taxable Wages $000	% of Total
Natural Resources & Mining	425 11	1 0	4,853 25	1 0	246,899 2,204	1 0	205,099 1,392	1 0
Utilities	77	0	3,649	1	462,553	2	219,862	1
Construction	3,726	9	33,643	7	3,217,944	11	2,021,965	10
Manufacturing	1,353	3	11,502	2	725,236	2	529,609	3
Wholesale Trade	1,770	4	14,798	3	1,158,872	4	756,812	4
Retail Trade	2,866	7	65,371	14	3,030,027	10	2,417,333	12
Transportation & Warehousing	1040	3	27,598	6	2,251,536	8	1,328,962	6
Information	1,466	4	7,922	2	836,989	3	428,856	2
Finance & Insurance	1,576	4	16,891	4	1,676,666	6	939,475	4
Real Estate, Rental & Leasing	1,780	4	10,410	2	740,816	3	499,471	2
Professional, Scientific, & Technical Services	6,935	17	25,317	5	2,623,038	9	1,463,240	7
Management of Companies & Enterprises	241	1	1,176	0	175,922	1	69,739	0
Administrative & Support; Waste Management & Remediation Services	3,101	8	76,205	16	4,137,939	14	3,244,038	15
Educational Services	951	2	4,076	1	154,225	1	121,227	1
Health Care and Social Assistance	4,4,91	11	38,604	8	2,467,920	8	1,587,121	8
Arts, Entertainment & Recreation	782	2	10,426	2	433,699	1	344,352	2
Accommodation & Food Services	3,682	9	97,972	21	4,579,179	15	3,921,511	19
Other Services (except Public Administration)	3,751	9	19,911	4	970,211	3	787,859	4
Public Administration	23	0	15	0	1,814	0	1,347	0
Unknown	201	0	124	0	18,014	0	13,220	0
Total	40,248	99	470,488	99	29,911,703	101	20,902,490	101

Employment, wages, and percentages may not add to totals due to rounding.

2024 Benefit and Contribution Data by NAICS Industry

Industry	Benefits Charged $000	Benefits Noncharged $000	Total Benefits $000	% of Total	Cost Rate* %	Contributions $000	% of Total	Tax Rate* %
Natural Resources & Mining	1,439 2	148 0	1,587 2	1 0	0.77 0.14	2,796 21	1 0	1.36 1.51
Utilities	375	88	463	0	0.21	962	0	0.44
Construction	53,238	3,104	56,342	36	2.79	57,456	21	2.84
Manufacturing	2,361	502	2,863	2	0.54	6,042	2	1.14
Wholesale Trade	1,756	703	2,459	2	0.32	6,752	2	0.89
Retail Trade	4,162	2,949	7,111	5	0.29	22,749	8	0.94
Transportation & Warehousing	3,477	3,244	6,722	4	0.51	13,517	5	1.02
Information	12,780	299	13,078	8	3.05	6,062	2	1.41
Finance & Insurance	2,778	325	3,102	2	0.33	6,605	2	0.70
Real Estate, Rental & Leasing	2,167	855	3,022	2	0.61	5,428	2	1.09
Professional, Scientific, & Technical Services	6,859	842	7,701	5	0.53	18,524	7	1.27
Management of Companies & Enterprises	164	27	191	0	0.27	690	0	0.99
Administrative & Support; Waste Management & Remediation Services	17,018	6,884	23,902	15	0.74	48,703	18	1.50
Educational Services	605	196	801	1	0.66	1,536	1	1.27
Health Care & Social Assistance	2,920	895	3,815	2	0.24	16,646	6	1.05
Arts, Entertainment & Recreation	1,470	610	2,080	1	0.60	3,988	1	1.16
Accommodation & Food Services	8,91	7,681	16,672	11	0.43	50,138	18	1.28
Other Services (except Public Administration)	2,379	964	3,343	2	0.42	8,021	3	1.02
Public Administration	0	0	0	0	0.00	27	0	0.13
Unknown	132	99	231	0	1.75	90	0	0.00
Total	125,074	30,415	155,489	99	0.74	276,753	99	2.43

Benefits, contributions, and percentages may not add to totals due to rounding.

* Cost Rate: Total Benefits divided by Taxable Wages; average for all employers is indicated on total line.

* Tax Rate: Contributions divided by Taxable Wages; average for all employers is indicated on total line.

APPENDIX A

Computation of Employer Contribution Rates

An employer's Hawaii unemployment insurance tax rate is computed once a year based on the employer's reserve ratio and the tax schedule (one of eight possible schedules, A through H) in effect for the year. The tax rates corresponding to each tax schedule and reserve ratio group are shown below in the Contribution Rate Schedules table.

New employers or established employers without any benefits paid for the 12-month period prior to the rate computation date are ineligible for an experience (reserve ratio) computation and are assigned the tax rate corresponding to a zero-reserve ratio; if the ineligible employer has a negative reserve balance, the maximum tax rate on the tax schedule in effect for the calendar year is assigned.

Computation of Employer Reserve Ratio:

Reserve Ratio = all contributions paid by the employer minus all benefits charged to the employer, divided by 1/3 of the sum of the employer's taxable payrolls for the last 3 consecutive calendar years.

Determination of Tax Schedule:

(a) Compute Adequate Reserve:

Adequate Reserve = *highest benefit cost rate occurring during the last 10 years, times total wages for last completed fiscal year ending June 30.

Benefit cost rate = total benefits paid during a 12 consecutive month period, divided by total wages for the last 4 completed calendar quarters ending at least 5 months before the end of the 12 consecutive month period.

(b) Compute ratio of Current Reserve to Adequate Reserve:

Ratio = Current Reserve (Unemployment Compensation Trust Fund balance as of November 30) divided by Adequate Reserve.

Determine Tax Schedule based on ratio of current to adequate reserve as shown below.

*1.5 times multiplier was in effect for rate years 1970 to 1978 and 1992 to 2007.

Contribution Rate Schedules

	A	B	C	D	E	F	G	H
Reserve Ratio	**Contribution Rates (%)**							
.1500 and over	0.0	0.0	0.0	0.2	0.6	1.2	1.8	2.4
.1400 to .1499	0.0	0.0	0.1	0.4	0.8	1.4	2.0	2.6
.1300 to .1399	0.0	0.0	0.2	0.6	1.0	1.6	2.2	2.8
.1200 to .1299	0.0	0.1	0.4	0.8	1.2	1.8	2.4	3.0
.1100 to .1199	0.0	0.2	0.6	1.0	1.4	2.0	2.6	3.2
.1000 to .1099	0.1	0.3	0.8	1.2	1.6	2.2	2.8	3.4
.0900 to .0999	0.3	0.5	1.0	1.4	1.8	2.4	3.0	3.6
.0800 to .0899	0.5	0.7	1.2	1.6	2.0	2.6	3.2	3.8
.0700 to .0799	0.7	0.9	1.4	1.8	2.2	2.8	3.4	4.0
.0600 to .0699	0.9	1.1	1.6	2.0	2.4	3.0	3.6	4.2
.0500 to .0599	1.1	1.3	1.8	2.2	2.6	3.2	3.8.	4.4
.0300 to .0499	1.3	1.5	2.0	2.6	3.0	3.6	4.2	4.8
.0000 to .0299	1.7	1.9	2.4	3.0	3.4	4.0	4.6	5.2
-.0000 to -.0499	2.1	2.3	2.8	3.4	3.8	4.4	5.0	5.4
-.0500 to -.0999	2.5	2.7	3.2	4.0	4.4	5.0	5.4	5.6
-.1000 to -.4999	2.9	3.1	3.6	4.6	5.0	5.4	5.6	5.8
-.5000 to -.9999	3.4	3.6	4.2	5.2	5.4	5.6	5.8	6.0
-1.0000 to -1.4999	4.1	4.2	4.8	5.4	5.6	5.8	6.0	6.2
-1.5000 to -1.9999	4.7	4.8	5.4	5.6	5.8	6.0	6.2	6.4
-2.0000 and less	5.4	5.4	5.6	5.8	6.0	6.2	6.4	6.6

Note: from 1985 to 2012 maximum tax rate on each schedule was 5.4%

Tax Schedule Computation

Ratio of Current to Adequate Reserve	Tax Schedule
More than 1.69	**A**
1.3 to 1.69	**B**
1.0 to 1.29	**C**
0.80 to 0.99	**D**
0.60 to 0.79	**E**
0.40 to 0.59	**F**
0.20 to 0.39	**G**
Less than 0.20	**H**

APPENDIX B

Annual Labor Force Data from 1990

CIVILIAN LABOR FORCE DATA
Not Seasonally Adjusted
Annual Averages

Year	Civilian Labor Force				
		State of Hawaii			*U.S.*
	Total	Employed	Unemployed	Total Unemployment Rate (TUR)	Total Unemployment Rate (TUR)
1990 (B)	548,050	533,650	14,350	2.6%	5.6%
1991 (B)	563,050	547,400	15,600	2.8%	6.8%
1992 (B)	575,350	551,650	23,700	4.1%	7.5%
1993 (B)	581,450	556,000	25,450	4.4%	6.9%
1994 (B)	582,700	552,700	30,000	5.2%	6.1%
1995 (B)	584,350	552,250	32,150	5.5%	5.6%
1996 (B)	592,150	557,150	34,950	5.9%	5.4%
1997 (B)	599,150	563,550	35,600	5.9%	4.9%
1998 (B)	600,600	565,750	34,800	5.8%	4.5%
1999 (B)	602,700	571,550	14,350	5.2%	4.2%
2000 (B)	605,900	580,250	25,650	4.2%	4.0%
2001 (B)	612,600	586,400	26,200	4.3%	4.7%
2002 (B)	609,550	584,850	24,700	4.0%	5.8%
2003 (B)	614,900	591,000	23,900	3.9%	6.0%
2004 (B)	625,150	604,450	20,700	3.3%	5.5%
2005 (B)	641,750	623,600	18,200	2.8%	5.1%
2006 (B)	653,650	637,100	16,550	2.5%	4.6%
2007 (B)	657,900	639,750	18,150	2.8%	4.6%
2008 (B)	665,100	638,050	27,050	4.1%	5.8%
2009 (B)	658,600	615,750	42,850	6.5%	9.3%
2010 (B)	660,800	616,400	44,400	6.7%	9.6%
2011 (B)	667,200	622,450	44,800	6.7%	8.9%
2012 (B)	657,900	619,750	38,150	5.8%	8.1%
2013 (B)	660,500	629,250	31,250	4.7%	7.4%
2014 (B)	675,750	647,200	28,550	4.2%	6.2%
2015 (B)	683,100	659,800	23,350	3.4%	5.3%
2016 (B)	694,200	674,050	20,150	2.9%	4.9%
2017 (B)	696,700	681,150	15,500	2.2%	4.4%
2018 (B)	693,450	676,800	16,650	2.4%	3.9%
2019 (B)	688,550	671,150	17,350	2.5%	3.7%
2020 (B)	666,100	588,600	77,500	11.6%	8.1%
2021 (B)	669,400	629,400	40,050	6.0%	5.4%
2022 (B)	673,000	650,900	22,100	3.3%	3.7%
2023 (B)	678,000	658,200	19,800	2.9%	3.6%
2024 (B)	680,300	660,100	20,200	3.0%	4.0%

Sources: Department of Business, Economic Development & Tourism research and Economic Analysis (https://dbedt.hawaii.gov/economic/unemployment-statistics/) Total Unemployment Rate: Percent of Labor Force
U.S. Bureau of Labor Statistics (www.bls.gov)
Note: (B) Data for 1990- 2024 ratio adjusted

(B) Data from 2010-2023 reflect revised population controls and model re-estimation

APPENDIX B continued

INSURED UNEMPLOYMENT AND EMPLOYMENT COVERED BY THE UC FUND

Year	Insured Unemployment		Employees Covered by the Fund	
	Rate	*Average Weekly Claims*	*Number*	*% change*
1990	1.1%	5,547	416,341	6%
1991	1.5%	7,909	415,883	0%
1992	2.2%	11,520	415,275	0%
1993	2.5%	12,721	409,338	-1%
1994	2.9%	14,752	406,316	-1%
1995	3.0%	15,324	402,645	-1%
1996	3.0%	14,854	401,001	0%
1997	2.7%	13,356	400,817	0%
1998	2.5%	12,605	398,354	-1%
1999	2.2%	10,684	401,109	1%
2000	1.7%	8,413	414,768	3%
2001	2.0%	11,545	416,770	0%
2002	2.4%	11,979	414,417	-1%
2003	2.0%	10,327	422,293	2%
2004	1.6%	8,202	435,079	3%
2005	1.2%	6,260	452,366	4%
2006	1.1%	6,234	465,014	3%
2007	1.1%	6,798	472,151	2%
2008	1.8%	11,611	463,561	-2%
2009	3.4%	20,176	435,018	-6%
2010	3.2%	17,302	423,429	-3%
2011	2.6%	14,186	429,306	1%
2012	2.3%	12,627	438,486	2%
2013	2.0%	11,221	451,156	3%
2014	1.7%	9,740	458,518	2%
2015	1.3%	7,607	467,820	2%
2016	1.1%	7,012	475,512	2%
2017	1.2%	7,637	481,001	1%
2018	1.1%	6,949	484,587	1%
2019	1.1%	6,553	482,634	0%
2020	11.2%	74,561	395,613	-18%
2021	3.5%	15,769	423,777	7%
2022	1.3%	6,450	455,155	7%
2023	1.3%	8,152	465,875	2%
2024	1.14%	6,844	467,666	0%

Sources: Insured Unemployment from ETA 539 Weekly Claims and Extended Benefits Trigger Data; Covered Employment from Quarterly Census of Employment and Wages

Note: Insured unemployment data includes private industry, state and county governments, and nonprofit organizations. Employment data is for private industry only.

APPENDIX B continued

WEEKLY BENEFIT AMOUNT AND AVERAGE DURATION

Year	Weekly Benefit Amount		Average Benefit Duration
	Maximum	*Average*	*(weeks)*
1990	$256	$189	11.4
1991	$275	$206	13.0
1992	$306	$235	14.8
1993	$322	$246	17.6
1994	$337	$259	17.4
1995	$344	$262	16.0
1996	$347	$261	17.8
1997	$351	$259	17.1
1998	$356	$258	16.4
1999	$364	$266	16.5
2000	$371	$273	15.4
2001	$383	$282	12.8
2002	$395	$280	19.2
2003	$407	$298	15.7
2004	$417	$312	15.6
2005	$436	$328	14.2
2006	$459	$357	13.3
2007	$475	$374	13.6
2008	$523	$406	13.9
2009	$545	$411	18.9
2010	$559	$406	19.7
2011	$549	$405	18.4
2012	$523 (Jan-Mar) $560 (Apr-Dec)	$413	17.9
2013	$534	$416	16.7
2014	$544	$422	16.7
2015	$551	$433	15.3
2016	$569	$447	14.3
2017	$592	$484	15.6
2018	$619	$494	15.1
2019	$630	$514	15.3
2020	$648	$441	19.1
2021	$639	$444	20.1
2022	$695	$520	15.5
2023	$763	$590	13.3
2024	$796	$631	15.7
2025			

Source: Unemployment Insurance workload data on Gross Benefits, Weeks Compensated and First Payments

Note: Data are for all claim programs, including federal programs.

APPENDIX B continued

HAWAII UNEMPLOYMENT COMPENSATION TRUST FUND
(In millions of $)

Year	Taxes	Interest	Benefits	Fund Balance
1990	$79.5	$31.3	$45.0	$397.7
1991	$55.2	$26.8	$76.0	$403.8
1992	$40.9	$41.7	$129.6	$356.7
1993	$67.0	$25.5	$145.4	$303.9
1994	$77.0	$19.6	$171.6	$228.9
1995	$150.0	$15.7	$180.4	$214.2
1996	$152.4	$14.9	$173.3	$208.2
1997	$144.2	$14.7	$154.2	$212.9
1998	$136.8	$15.1	$143.3	$221.5
1999	$134.1	$15.7	$124.1	$247.2
2000	$138.9	$17.8	$96.9	$307.0
2001	$106.3	$21.1	$136.1	$298.2
2002	$103.8	$24.2	$152.7	$304.3
2003	$147.0	$14.4	$123.6	$342.0
2004	$124.6	$26.0	$104.7	$388.0
2005	$130.2	$21.4	$82.3	$457.2
2006	$142.2	$23.3	$90.6	$532.1
2007	$108.4	$19.8	$108.2	$552.2
2008	$59.4	$31.5	$212.3	$430.8
2009	$42.1	$12.7	$381.7	$134.4
2010	$160.9	$1.9	$308.7	-$11.6
2011	$275.7	$0.2	$245.4	$18.9
2012	$308.2	$1.5	$225.0	$103.7
2013	$392.1	$5.0	$199.1	$301.8
2014	$264.1	$8.6	$174.1	$400.5
2015	$200.2	$10.1	$134.8	$475.9
2016	$156.0	$11.3	$128.0	$515.1
2017	$155.6	$11.6	$159.6	$522.5
2018	$167.9	$12.3	$144.8	$557.8
2019	$174.7	$14.0	$145.8	$600.5
2020	$175.1	$6.3	$1,496.1	$44.1
2021	$220.1	$0.06	$258.7	$111.1
2022	$238.8	$2.7	$142.0	$250.6
2023	$463.3	$8.6	$186.4	$528.0
2024	$311.9	$17.5	$162.5	$703.8

Source: ETA 2112, UI Financial Transaction Summary, Unemployment Fund

Fund Balance Notes:

2002: Includes $30.8 M, special Federal Reed Act distribution.

2009: Includes $30.5 M in Federal ARRA (American Recovery & Reinvestment Act).

2010: -$11.6 M fund balance equals $14.64 M federal loan balance minus $3.07 M special Administration and Reed Act fund account balance.

2020: Includes $691.6 M in Title XII Loan and Repayment, $.25 M CMIA receipts to State UI Account, $66.8M Relief Funds from Other State Department and 50% Reimbursement from COVID-19 relief fund and .26M CMIA Payment withdrawal and Reconciling item for PUA Benefits.

2021: Includes $97.0 M in Relief funds from other State Department and $2.6M 50% Reimbursement from Covid-19 Relief Fund.

APPENDIX B continued

RATIO OF CURRENT TO ADEQUATE RESERVE FUND

Rate Year	High Cost Rate	Total Wages	Adequate Reserve Fund	Current Reserve Fund	Ratio of Current to Adequate Reserve	Rate Schedule in Effect	Fund Solvency Contribution Rate
1990	1.68%	$7,756,988,055	$130,317,399	$334,252,180	2.56		-0.5%
1991	1.68%	$8,753,700,993	$147,062,177	$401,647,674	2.73		-0.5%
1992	1.68%	$9,561,673,898	$240,954,182	$411,119,192	1.71	A	
1993	1.66%	$9,996,218,073	$248,905,830	$370,277,128	1.49	B	
1994	1.49%	$10,315,548,416	$230,552,507	$315,881,780	1.37	B	
1995	1.65%	$10,384,936,463	$257,027,177	$241,892,817	0.94	D	
1996	1.73%	$10,401,361,958	$269,915,343	$226,972,601	0.84	D	
1997	1.78%	$10,391,160,430	$277,443,983	$222,340,367	0.80	D	
1998	1.78%	$10,554,781,603	$281,812,669	$226,036,037	0.80	D	
1999	1.78%	$10,782,123,532	$287,882,698	$233,020,224	0.81	D	
2000	1.78%	$11,025,705,500	$294,386,337	$256,407,449	0.87	D	
2001	1.78%	$11,661,028,670	$311,349,465	$313,480,166	1.01	C	
2002	1.78%	$12,294,711,901	$328,268,808	$317,703,649	0.97	C*	
2003	1.78%	$12,412,503,464	$331,413,842	$309,477,079	0.93	D	
2004	1.78%	$13,070,239,827	$348,975,403	$352,679,746	1.01	C	
2005	1.78%	$13,820,414,010	$369,005,054	$389,302,103	1.06	C	
2006	1.78%	$15,032,599,530	$401,370,407	$457,851,939	1.14	C	
2007	1.67%	$16,258,037,800	$407,263,847	$532,892,238	1.31	B	
2008	1.46%	$17,113,432,304	$249,856,112	$561,709,268	2.25	A	
2009	1.44%	$17,834,793,224	$256,821,022	$454,058,555	1.77	A	
2010	2.20%	$17,411,259,934	$383,047,719	$161,906,928	0.42	D**	
2011	2.22%	$16,400,411,316	$364,089,131	$9,413,687	0.03	F**	
2012	2.22%	$16,709,152,489	$370,943,185	$37,507,312	0.10	F**	
2013	2.22%	$17,299,166,791	$384,041,503	$117,461,110	0.31	G	
2014	2.22%	$18,073,144,220	$401,223,802	$315,321,135	0.79	E	
2015	2.22%	$18,735,821,886	$415,935,246	$412,585,123	0.99	D	
2016	2.22%	$19,685,807,805	$437,024,933	$482,602,848	1.10	C	
2017	2.22%	$20,935,035,208	$464,757,782	$523,648,600	1.13	C	
2018	2.22%	$22,096,686,379	$490,546,438	$531,346,177	1.08	C	
2019	2.22%	$22,731,354,470	$504,636,069	$565,254,484	1.12	C	
2020	2.22%	$23,535,541,902	$522,489,030	$607,469,431	1,16	C	
2021	6.41%	$23,412,048,230	$1,500,712,292	-$658,744,653	-.44	D**	
2022	7.02%	$21,902,097,674	$1,538,476,70923	$110,934,741	.072	D**	
2023	2.05%	$25,771,789,534	$528,321,685	$259,646,534	.49	F	
2024	2.05%	$28,174,900,642	$577,585,463	$541,646,718	.94	D	
2025	2.05%	$29,294,322,727	$600,533,616	$711,575,033	1.18	C	

Rate year: year during which rate schedule or Fund Solvency Rate is in effect.

High-Cost Rate: highest benefit cost rate (benefits as a percent of total wages) in the last ten years.

Total Wages: for last four calendar quarters ending June 30 of calendar year prior to rate year.0

Adequate Reserve Fund: 1992 to 2007 adequate reserve equals 1.5 times high-cost rate times total wages. 1979 to 1991 and from 2008, adequate reserve equals high-cost rate times total wages.

Current Reserve Fund: UC Trust Fund assets on November 30 of calendar year immediately preceding rate year. 2022: HB No. 2471, HD 1, SD2) - Amending the definition of "Adequate Reserve Fund" to exclude the benefit cost rate from June 2020 through August 2021, for calendar years 2023 through 2030.

UNEMPLOYMENT INSURANCE TAX RATES

Year	Tax Rates (Percent of Taxable Wages)			Taxes as a Percent of Total Wages
	Minimum	*Maximum*	*Average*	
1990	0.0%	5.4%	1.3%	0.9%
1991	0.0%	5.4%	1.3%	0.5%
1992	0.0%	5.4%	0.6%	0.4%
1993	0.0%	5.4%	1.0%	0.7%
1994	0.0%	5.4%	1.1%	0.8%
1995	0.2%	5.4%	2.2%	1.6%
1996	0.2%	5.4%	2.1%	1.5%
1997	0.2%	5.4%	1.9%	1.4%
1998	0.2%	5.4%	1.8%	1.3%
1999	0.2%	5.4%	1.7%	1.2%
2000	0.2%	5.4%	1.7%	1.2%
2001	0.0%	5.4%	1.1%	0.8%
2002	0.0%	5.4%	1.2%	0.8%
2003	0.2%	5.4%	1.7%	1.2%
2004	0.0%	5.4%	1.2%	0.8%
2005	0.0%	5.4%	1.3%	0.9%
2006	0.0%	5.4%	1.3%	0.9%
2007	0.0%	5.4%	0.8%	0.6%
2008	0.0%	5.4%	0.7%	0.3%
2009	0.0%	5.4%	0.7%	0.3%
2010	0.2%	5.4%	1.8%	1.2%
2011	1.2%	5.4%	2.6%	1.7%
2012	1.2%	5.4%	2.6%	1.8%
2013	1.8%	6.4%	3.2%	2.2%
2014	0.6%	5.8%	1.8%	1.2%
2015	0.2%	5.8%	1.4%	1.0%
2016	0.0%	5.6%	1.0%	0.7%
2017	0.0%	5.6%	1.1%	0.7%
2018	0.0%	5.6%	1.1%	0.8%
2019	0.0%	5.6%	1.1%	0.8%
2020	0.0%	5.6%	1.3%	0.9%
2021	0.2%	5.8%	1.6%	1.0%
2022	0.2%	5.8%	1.5%	0.9%
2023	1.2%	6.2%	2.6%	1.8%
2024	0.2%	5.8%	1.5%	1.0%
2025	0.0%	5.6%	1.1%	0.80% est
Projected				
2026	*0.0%*	*5.6%*	*1.1%*	

Source : Quarterly Census of Employment and Wages (QCEW)

Note for 1974 and 1975: Minimum tax rate was 0.8% until July 1, 1974, then all employers' rates were increased by 0.5%, up to a maximum of 3.0%. The additional 0.5% was in effect until April 1, 1975, when all employers' rates became 3.0%.

APPENDIX B continued

TOTAL AND TAXABLE WAGES

Year	Total Wages	% change	Taxable Wages	% change	% Taxable of Total Wages	Taxable Wage Base
1980	$3,934,930,405	11%	$2,689,241,050	10%	68%	$11,200
1981	$4,227,065,294	7%	$2,921,073,895	9%	69%	$12,200
1982	$4,349,032,222	3%	$3,030,663,748	4%	70%	$13,100
1983	$4,599,981,090	6%	$3,198,088,181	6%	70%	$13,800
1984	$4,891,168,412	6%	$3,430,347,509	7%	70%	$14,600
1985	$5,245,375,308	7%	$3,661,947,705	7%	70%	$15,100
1986	$5,686,112,648	8%	$3,922,702,338	7%	69%	$15,600
1987	$6,402,054,956	13%	$4,391,057,014	12%	69%	$16,500
1988	$7,192,157,365	12%	$3,314,009,708	-25%	46%	$8,700
1989	$8,130,492,059	13%	$5,518,167,643	67%	68%	$18,600
1990	$9,237,628,172	14%	$6,226,942,266	13%	67%	$19,900
1991	$9,599,527,870	4%	$3,342,374,834	-46%	35%	$7,000
1992	$10,155,519,160	6%	$7,042,429,428	111%	69%	$22,700
1993	$10,291,898,574	1%	$7,251,815,678	3%	70%	$23,900
1994	$10,309,424,610	0%	$7,394,972,486	2%	72%	$25,000
1995	$10,320,158,899	0%	$7,411,024,845	0%	72%	$25,500
1996	$10,443,561,580	1%	$7,420,054,226	0%	71%	$25,800
1997	$10,675,517,263	2%	$7,483,098,627	1%	70%	$26,000
1998	$10,899,921,524	2%	$7,560,072,702	1%	69%	$26,400
1999	$11,180,959,288	3%	$7,748,893,876	2%	69%	$27,000
2000	$11,945,344,421	7%	$8,209,730,134	6%	69%	$27,500
2001	$12,299,179,723	3%	$8,455,669,862	3%	69%	$28,400
2002	$12,701,746,952	3%	$8,701,690,997	3%	69%	$29,300
2003	$13,376,170,472	5%	$9,155,378,879	5%	68%	$30,200
2004	$14,461,560,596	8%	$9,752,243,796	7%	67%	$31,000
2005	$15,471,398,437	7%	$10,545,452,082	8%	68%	$32,300
2006	$16,520,578,034	7%	$11,353,002,832	8%	69%	$34,000
2007	$17,508,474,137	6%	$12,056,590,692	6%	69%	$35,300
2008	$17,626,344,437	1%	$6,452,926,682	-47%	37%	$13,000
2009	$16,587,402,171	-6%	$5,891,874,889	-9%	36%	$13,000
2010	$16,292,046,023	- 2%	$10,916,560,473	85%	67%	$34,900
2011	$16,728,000,105	3%	$10,989,382,103	1%	66%	$34,200
2012	$17,543,283,316	5%	$12,051,835,343	10%	69%	$38,800
2013	$18,313,312,299	4%	$12,628,120,662	5%	69%	$39,600
2014	$19,068,458,173	4%	$13,149,245,380	4%	69%	$40,400
2015	$20,293,537,427	6%	$13,772,027,328	5%	68%	$40,900
2016	$21,254,705,644	5%	$14,514,591,883	5%	68%	$42,200
2017	$22,177,715,602	4%	$15,200,434,075	5%	69%	$44,000
2018	$22,923,953,622	3%	$15,985,017,842	5%	70%	$45,900
2019	$23,650,317,714	3%	$16,486,720,104	3%	70%	$46,800
2020	$21,095,142,756	-12%	$14,264,927,551	-16%	68%	$48,100
2021	$23,527,945,885	10%	$15,524,518,654	8%	66%	$47,400
2022	$26,330,630,719	12%	$17,818,908,237	13%	68%	$51,600
2023	$28,089,838,588	7%	$19,565,714,752	10%	70%	$56,700
2024	$29,505,043,682	5%	$20,480,812,177	5%	67%	$59,100
2025	*$29,967,808,413*	*-2%*	$20,957,567,634	2%	70%	$62,000

Source: Wages from Quarterly Census of Employment and Wages (QCEW)

CHARGED AND NONCHARGED BENEFITS

Year	Total Benefits	Charged Benefits	% of Total	Noncharged Benefits	% of Total
1990	$44.2	$30.9	70%	$13.3	30%
1991	$76.5	$56.6	74%	$19.9	26%
1992	$129.1	$101.7	79%	$27.4	21%
1993	$144.8	$105.9	73%	$38.9	27%
1994	$170.5	$137.9	81%	$32.6	19%
1995	$178.9	$148.0	83%	$30.9	17%
1996	$171.7	$145.5	85%	$26.2	15%
1997	$153.8	$131.5	85%	$22.3	15%
1998	$142.4	$121.9	86%	$20.5	14%
1999	$123.2	$104.4	85%	$18.8	15%
2000	$96.1	$79.6	83%	$16.4	17%
2001	$132.9	$109.9	83%	$22.9	17%
2002	$144.7	$120.0	83%	$24.6	17%
2003	$122.2	$102.9	84%	$19.3	16%
2004	$103.7	$87.5	84%	$16.2	16%
2005	$81.8	$67.0	82%	$14.8	18%
2006	$90.1	$72.7	81%	$17.4	19%
2007	$107.6	$88.0	82%	$19.7	18%
2008	$211.2	$179.5	85%	$31.7	15%
2009	$374.2	$331.6	89%	$42.6	11%
2010	$304.8	$276.2	91%	$28.7	9%
2011	$244.6	$221.1	90%	$23.6	10%
2012	$222.7	$201.1	90%	$21.6	10%
2013	$196.6	$176.1	90%	$20.6	10%
2014	$171.7	$150.7	88%	$21.1	12%
2015	$135.3	$117.1	87%	$18.2	13%
2016	$127.6	$108.5	85%	$19.1	15%
2017	$159.2	$138.8	87%	$20.4	13%
2018	$144.5	$126.4	87%	$18.1	13%
2019	$144.9	$126.9	88%	$18.0	12%
2020	$1559.5	$941.1	60%	$618.5	40%
2021	$275.9	$206.1	75%	$69.8	25%
2022	$141.2	$128.8	91%	$12.4	09%
2023	$221.1	$128.7	58%	$92.3	42%
2024	$164.4	$131.7	80%	$32.6	20%

Source: ETA-204, Experience Rating Report

Includes regular program benefits only; does not include extended benefits.

APPENDIX C

Benefits Not Charged to Employer Accounts

The following types of unemployment insurance benefits are not charged to individual employer's unemployment insurance accounts:

a. Benefits paid to a claimant based on wages from an employer from whom the claimant voluntarily quit work without good cause[1];

b. Benefits paid to a claimant based on wages from an employer from whom the claimant was discharged for misconduct connected with work.

c. Benefits paid to a claimant based on wages from an employer from whom the claimant left work voluntarily for a good cause that was not attributable to the employer.

d. Benefits paid to an individual who during that individual's base period earned wages for part–time employment with an employer, are not charged to that employer if the employer continues to employ the individual to the same extent while the individual is receiving benefits as during the individual's base period.

e. Benefits paid to an individual for the period that individual is enrolled in and is in regular attendance at an approved training course.

f. One–half of Extended Benefits (the other half of EB is financed with federal unemployment tax funds)[2];

g. Benefits paid to an individual who qualifies to receive benefits by meeting the minimum earnings and employment requirements only by combining the individual's employment and wages earned in two or more states[3];

h. Benefits overpaid to a claimant because of ineligibility or disqualification, unless the overpayment resulted from the employer's failure to furnish information as required.

i. Benefits paid to an individual based on wages from an employer from whom the individual is separated as a direct result of a major disaster.[4]

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[1] Benefits described in a, b, and c were chargeable from July 15, 1976, through October 4, 1986.

[2] EB was chargeable from January 1, 1985, through October 4, 1986.

[3] Benefits described in g and h became nonchargeable from July 15, 1976.

[4] Effective from September 13, 1992.

APPENDIX D

The Hawaii Unemployment Compensation Trust Fund and Economic Conditions: 1990 to the Present

1990 Despite Mainland recessionary conditions, Hawaii tourism and construction continued to do well through 1990. Although a hotel strike during March caused a temporary rise in unemployment, the average IUR for the year remained level with 1989.

1991 The Persian Gulf War triggered a slowdown in March as tourist traffic declined dramatically and unemployment jumped. Mainland recessionary conditions began affecting Hawaii's economy as unemployment remained high through the year especially in the construction and tourism related industries. A one-year special provision cutting the taxable wage base to $7,000.

1992 A new tax schedule system was implemented, and the lowest tax schedule (A) was in effect for 1992. Hurricane Iniki hit the islands in September 1992 resulting in major damage and high unemployment in Kauai. Mainland and Japanese recessionary conditions continued to weaken the tourist and construction sectors. The end of year fund balance declined from the previous year for the first time since 1982.
Emergency Unemployment Compensation (EUC) benefits were paid to claimants from November 1991 through April 1994. EUC benefits, paid to claimants who exhausted their regular state benefits, were 100% federally funded.

1993-1994
Tax schedule B was in effect for 1993 and 1994, keeping the average unemployment tax rate at a low 1%. At the same time, the tourism and construction sectors remained sluggish, causing large benefit payouts from the fund.

1995-1998
The economy remained flat from 1995 through 1998, with benefit levels declining slightly each year. The fund balance stabilized at around $210 million and tax schedule D stayed in effect from 1995 through 1998.

1999-2000
The economy was on the rise with insured unemployment dropping below 2% and the fund balance reaching $300 million levels, triggering tax schedule C for 2001.

2001-2002
In the aftermath of terrorist attacks on the World Trade Center and the Pentagon on September 11, 2001, the number of unemployed increased and the fund balance began to drop. Special legislation provided Hawaii claimants exhausting regular benefits between September 11, 2001, and June 30, 2002, with 13 weeks of additional benefits and kept tax schedule C in effect for calendar year 2002. A special federally funded program, Temporary Extended Unemployment Compensation (TEUC) also provided an additional 13 weeks of benefits to claimants, effective from March 10 to December 31, 2002.

2003-2004
The federal TEUC program was extended to December 31, 2003, with a transition period for the continuation of payments to individuals, who had balances as of the end of December, to March 31, 2004. Effective from April 20, 2003, through December 28, 2003, displaced airline and related workers who exhausted their 26 weeks of regular benefits received up to 39 weeks of additional federally funded TEUC-A benefits. Throughout 2004, Hawaii's unemployment dropped significantly resulting in a growing trust fund.

2005-2006
Tourism, construction, and real estate contributed to a very healthy economy where the insured unemployment rate dropped to 1.0% by the last quarter of 2005. The fund balance grew to more than $500 million by November 2006, triggering a decrease in tax rates to Tax Schedule B for calendar year 2007.

APPENDIX D continued

2007 The 2007 Legislature enacted Act 110 which: increased the partial earnings disregard amount from $50 to $150; increased the maximum weekly benefit amount formula from 70% to 75% of statewide average annual wages for calendar years 2008 through 2010; set the taxable wage base at $13,000 for calendar years 2008 through 2010; and changed the adequate reserve formula to remove the one and one-half times multiplier for the calendar years 2008 through 2010 tax schedule computations.

2008-2009

Airline closures in April 2008, the departure of major cruise ships, closures of pineapple and sugar operations, and finally major problems with the national financial sector resulted in a downturn in both the national and Hawaii economies. The tourism and construction industries were especially hard hit. Recessionary conditions on the mainland and in Hawaii resulted in the IUR nearly doubling from an average 1.78% in 2008 to 3.36% in 2009, and the fund balance falling from $552 million at the end of 2007 to $134 million as of the end of 2009.

A 100% federally financed Emergency Unemployment Compensation (EUC08) program was enacted to provide claimants who exhaust their regular 26 weeks of benefits with an additional 13 weeks of benefits effective from July 6, 2008. From November 23, 2008, an additional seven weeks were added, for a total of 20 weeks of EUC08 benefits. Beginning with the week ending May 9, 2009, claimants who exhaust their first 20 weeks of EUC08 benefits (Tier 1) before December 31, 2009, could receive an additional 13 weeks of Tier 2 EUC08 benefits. Effectively with the week ending November 14, 2009, claimants are eligible for one additional week of Tier 2, and 13 weeks of Tier 3 EUC08 benefits. This brought the total to 47 weeks of federally funded EUC08 benefits for Hawaii claimants.

2010-2011

The EUC08 program was extended twice in 2010 and is scheduled to end January 3, 2012. Claimants who exhaust their regular or EUC08 tier benefits will not be able to begin a new tier after that date. Claimants may continue to receive benefits under their current tier until June 9, 2012.

Act 2 was enacted during the 2010 Legislative Session resulting in: extending the 75% formula for computing the maximum weekly benefit amount (MWBA) for 2010 and 2011; reducing the taxable wage base formula to 90% of the statewide average annual wage for 2010 and 2011; permanently reducing the adequate reserve fund definition by eliminating the 1.5 times multiplier; and setting the tax schedules at D for 2010 and F for 2011, rather than applying the computed tax schedules which would have been F and G respectively.

Economic conditions slowly improved throughout this period with the IUR declining from 3.4% in January 2010 to 2.4% in November 2011. However, benefit outgo continued to exceed contributions through the first half of 2011. The unemployment fund was depleted in December 2010 requiring Hawaii to borrow federal Title IX loan funds to continue paying benefits. From December 2010 through August 2011, $163 million in federal loans were received. All loans were repaid by August 2011.

2012 The EUC08 program was extended from June 2012 to end on January 2, 2013.

Effective January 2012 the MWBA formula returned to the 70% computation. However, it was only in effect from January through March as Act 6 (2012 Legislative Session) changed the formula back to 75% from April to the end of 2012. Act 6 also changed the 2012 tax schedule to F. The highest schedule, H, should have been in effect for 2012 as the fund balance had dropped to less than $38 million at the end of November 2012.

The unemployment fund was depleted at the end of March 2012 requiring borrowing from the federal loan fund. Borrowing continued during the month of April 2012 with all loans being repaid by the end of the month. Improving economic conditions during the second half of 2012 resulted in the fund balance increasing to over $100 million by the end of November.

2013 The EUC08 program was extended from January 2, 2013, to January 1, 2014, by the American Taxpayer Relief Act of 2012. Last payable week was December 28, 2013.

Under Act 263 (2012 Legislative Session), the maximum tax rates on the tax schedules were increased from 5.4% on each schedule to increasing rates from 5.4% for Schedule A to 6.6% for Schedule H. See Appendix A for rates on each schedule.

Act 100, passed by the 2013 State Legislature, and approved by the Governor on June 1, 2013, reclassified the Unemployment Compensation Fund as a trust fund as recommended by the state auditor.

2014-2015

The economic conditions continued to improve during this time frame, with the IUR decreasing from 1.88% in January 2014 to 1.13% in November 2015. The healthy labor market with the strong growth in tourism and expansion in construction contributed to the improved economy. The trust fund balance has grown to almost $485 million at the end of November 2015, which triggered lowering the tax rates to Tax Schedule C for calendar year 2016.

2016 Act 070, passed by the 2016 State Legislature and approved by the Governor on June 17, 2016, provided an additional 13 weeks of unemployment benefits to the dislocated workers of several large employers in Maui County. Act 070 was repealed on October 28, 2017.

2017-2018

There was little change in overall unemployment while funds continued to grow slowly, and it remained on the third lowest Schedule C for 4 years since 2016.

2020-2021

The coronavirus (COVID-19) pandemic created both a public health and economic crisis for both the US and Hawaii. Unemployment spiked to its highest rate in April 2020 hitting 14,4% National and 23.6% in Hawaii. While all sectors of the world's economy were affected by the coronavirus outbreak, the hotel, leisure, retail, and travel industries have been hit hardest.

The surge in newly jobless people receiving unemployment benefits depleted the trust funds in June requiring Hawaii to borrow federal Title IX loan to continue paying benefits. From July 2020 through end of November 2020 $706.3 million in federal loans were received.

Congress enacted the CARES Act a temporary Pandemic Emergency Unemployment Compensation program (PEUC) providing up to 13 weeks of 100% federally funded benefits to individuals who have exhausted their regular unemployment compensation (UC) entitlement. Effective from December 26, 2020, an additional eleven weeks was added, for a total of 24 weeks of PEUC.

Furloughs and layoffs resulted in IUR exceeding 5.0% and the percentage of the prior two years being over 20%, triggering Hawaii on to Extended Benefits program for what appears to be the first time since 1981. Extended Benefits is the permanent "Triggered" extended benefits and would be payable when triggered on, to claimants that have exhausted their 26 entitlements to regular UI and provides at least 13 weeks of benefits. Benefits for the EB program is typically paid 50/50 by State/Federal trust funds, however the Families First Coronavirus Act made EB temporarily 100% Federally funded until end of this year. By law, PEUC should be paid before EB and will be available for claimants to exhaust both their regular and PEUC benefit entitlement.

Hawaii legislation (HB1278/Act 1) sets employer state unemployment insurance (SUI) tax for 2021-2022 at Rate Schedule D, with rates ranging from 0.2% to 5.8 % rather than issuing SUI tax rates at Rate Schedule H, the highest schedule provided for under state law. The result of HB 1278 is a lower average tax rate for 2021-2022 of 1.6% rather than 3.7 % under Rate Schedule H.

2022 HB1278/Act 1 mandated that Rate Schedule D, be used for calendar 2022. The rates range from 0.2% to 5.8%.

Additionally, under HB2471 HD1 SD2, effective for the calendar years 2023 through 2030 the computation of the "adequate reserve fund" which is derived by multiplying the benefit cost rate that is the highest during the ten-year period ending in November 30 of each by the total renumeration pail by all employers, with respect to all employment for which contributions are payable during the last four calendar quarters ending June 30 of the same year, as reported on contribution reports filed on or before October 31 of the same year, but shall not include the benefit cost rate from June 2020 through August 2021.

2023 Unemployment rate in Maui County increased slightly to 4.2 percent in August from 2.5 percent in July, the same month that wildfires destroyed much of Lahaina town which killed at least 100 people, destroyed more than 2,200 structures including many historic landmarks in Lahaina and forced the closure of business and hotels on the west side.

The devastating wildfires that ravaged the Hawaiian island of Maui shake the island's tourism industry, which generates half of its jobs. Visitor arrivals to Maui in September were down after the fire and visitor spending was half of what it was, as the island continued to deal with the aftermath of the deadly wildfire in Lahaina on August 8.

An emergency declaration was signed on August 8, authorizing several actions, including activation of the Hawaii National Guard, appropriate actions by the director of the Hawaii Emergency Management Agency and the Administrator of Emergency Management, and the expenditure of state general revenue funds for relief of conditions created by the fires. By August 9, the state government of Hawaii issued a state of emergency for the entirety of the state. On August 10, U.S. President Joe Biden issued a federal major disaster declaration.

2025 A 43 -day government shutdown from October 1 to November 12 significantly impacted Hawaii economy, costing billions due to furloughed federal workers (a large sector in Hawaii), disruptions to tourism (uncertainty, cancellations), delayed federal benefits (SNAP), and slowed processes for housing/business loans, leading to reduced state revenue, budget strains (like pausing tax breaks), and concerns for economic stability despite projected growth in other areas.