THE SENATE
THIRTY-THIRD LEGISLATURE, 2026
STATE OF HAWAII

S.B. NO. 3264

JAN 28 2026

A BILL FOR AN ACT

RELATING TO THE HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND STAFF SALARIES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

SECTION 1. The legislature finds that salaries for management professionals in the private sector far outpace that of state employment, making attracting and retaining quality upper management staff difficult. The legislature further finds that in order for the board of trustees of the Hawaii employer-union health benefits trust fund to recruit and retain the most qualified individuals, the board should be allowed to establish appropriate salaries for upper management staff.

Accordingly, the purpose of this Act is to allow the board of trustees of the Hawaii employer-union health benefits trust fund to establish the salary for the trust fund assistant administrator that is commensurate with the private sector.

SECTION 2. Section 87A-24, Hawaii Revised Statutes, is amended to read as follows:

"**§87A-24 Other powers.** In addition to the power to administer the fund, the board may:

(1) Collect, receive, deposit, and withdraw money on behalf of the fund;

(2) Invest moneys in the same manner specified in section 88-119;

(3) Hold, purchase, sell, assign, transfer, or dispose of any securities or other investments of the fund, as well as the proceeds of those investments and any money belonging to the fund;

(4) Appoint, and at pleasure dismiss, an administrator and other fund staff. The administrator shall be exempt from chapter 76. Other fund staff may be exempt from chapter 76 as determined by the board. The administrator and staff who are exempt from chapter 76 shall serve under and at the pleasure of the board; provided that civil service exempt positions under this section that are created after July 1, 2014, shall be exempt from section 76-16(b)(17)(A); provided further that the salaries of the administrator, assistant administrator, and chief investment officer shall be set by the board;

(5) Make payments of periodic charges and pay for reasonable expenses incurred in carrying out the purposes of the fund;

(6) Contract for the performance of financial audits of the fund and claims audits of its insurance carriers;

(7) Retain auditors, actuaries, investment firms and managers, benefit plan consultants, or other professional advisors to carry out the purposes of this chapter, including the retaining of an actuary to determine the annual required public employer contribution for the separate trust fund established under section 87A-42;

(8) Establish health benefits plan and long-term care benefits plan rates that include administrative and other expenses necessary to effectuate the purposes of the fund; and

(9) Require any department, agency, or employee of the State or counties to furnish information to the board to carry out the purposes of this chapter."

SECTION 3. New statutory material is underscored.

SECTION 4. This Act shall take effect upon its approval.

S.B. NO. 3264

INTRODUCED BY: _____

S.B. NO. 3264

Report Title:
Hawaii Employer-Union Health Benefits Trust Fund; Assistant Administrator; Salary Determination

Description:
Authorizes the Board of Trustees of the Hawaii Employer-Union Health Benefits Trust Fund to establish the salary for an assistant administrator.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.