

Attachment A – Summary Comparison of OHA Trustee Salary and Fringe Benefits (OHA Inception to Present)

	*1993 – 2004		2004 – 2008		7/1/08 – 6/30/09		7/1/09 – 6/30/10		7/1/10 – 6/30/11		7/1/11 – 6/30/14		7/1/14-present		
Categories	CHR	TRS	Authority												
Wage/Salary	37,000	32,000	47,000	41,000	57,000	50,004	59,004	51,756	61,068	53,568	63,204	55,440	64,164	56,280	HRS §10-9(a)
Cash Fringe	N/A														
Trustee Allowance	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	7,200	22,200	22,200	HRS §10-9(b)
Protocol Fund		0		0		0		0		0	3,500	0	3,500	0	HRS §10-9(b)
Total Cash		39,200		48,200		57,204		58,956		60,768	75,604	62,640	86,364	78,480	
Non-Cash Fringe (%)	N/A														
State Health Fund (EUTH)			Yes ⁽¹⁾	HRS Chapter 87A											
State Retirement Plan (ERS)	Yes ⁽²⁾	HRS §§88-54.5													
Group Term Life Ins.			Yes ⁽³⁾	HRS § 10-9(b)											
Paid Holidays			Yes ⁽⁴⁾	HRS §8-1											
Workers Compensation	Yes ⁽⁵⁾	HRS Chapter 386													
Temporary Disability Insurance (TDI)	Yes ⁽⁶⁾	HRS § 10-9(b), and §§ 392-5, 392-27													
Island Saving Plan (Deferred compensation)			Yes ⁽⁷⁾	HRS § 10-9(b)											
Mileage reimbursement	Yes ⁽⁸⁾	HRS § 10-9(b)													
Vacation and Sick Leave	No ⁽⁹⁾	HRS §78-23													

Notes:

*7/01/1989 to 6/30/1993: Section 10-9 HRS, members of the Board shall be allowed compensation at the rate of \$100/day for each day’s actual attendance at meeting.

*Prior to 7/01/1989: OHA Trustees’ compensation was at the rate of \$50/day for each day’s actual attendance at meeting.

- (1) State contribution toward premium depends on the type of plan selected by Trustee. A wide range of health care plans is offered to eligible employees and their families. Plans include Medical, Prescription Drug, Vision, and Dental. There is no enrollment waiting period, coverage is immediate.
- (2) State contribution toward a plan depends on the type of plan in which Trustee is enrolled. Premiums are pre-tax contributions. The benefits Trustees receive are identical to those received by other State elected officials (i.e., State Legislature). Additionally, Trustees who were in office prior to being included in the Employee Retirement System have been allowed to “buy back” into the system. Upon retirement, medical coverage is identical to any other State retiree if eligibility requirements are met. Effective July 1, 2002, OHA Trustees may choose to become a member of ERS, Section 88-43 HRS.

- (3) Trustees are provided group term life insurance at no cost. Benefit amount is dependent upon the age. Portability is also offered with this plan.
- (4) Trustees receive 13 days paid holidays in a non-election year and 14 days in an election year.
- (5) Trustees are covered by OHA self-insurance workers compensation plan.
- (6) Trustees are covered by TDI law and subject to eligibility requirements.
- (7) Trustees can decide how much of their salary they wish to contribute to the savings plan (pre-tax basis) and how to invest their contribution.
- (8) Trustees receive 57.5 cents per mile for reimbursement in 2015. Trustees receive 54 cents per mile for reimbursement in 2016.
- (9) Unlike other State employees, Trustees do not receive 21 days of vacation and 21 days of sick leave.