



**Annual Evaluation of the
Hawai'i Unemployment Compensation Trust Fund**

State of Hawai'i
Department of Labor & Industrial Relations

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STATE OF HAWAI'I
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EXECUTIVE SUMMARY

Highlights

	2021	2022	2023
Unemployment Compensation Trust Fund			
Contributions	\$220 million	\$242 million*	\$355 million*
Interest	\$.2 million	\$3.5 million*	\$8.5 million*
Benefits	\$256 million	\$154 million*	\$182 million*
Loans	\$222 million		
Fund Balance (end of year)	\$111 million	\$242 million*	\$415 million*
Unemployment Rates			
Hawai'i Insured Unemployment Rate	3.45%	1.26%*	1.25%*
Hawai'i Total Unemployment Rate	5.7%	3.8%*	3.6%*
U.S. Total Unemployment Rate	5.3%		
Taxable Wage Base	\$47,400	\$51,600	\$56,900
Tax Schedule	Schedule D	Schedule D	Schedule F
Tax Rates			
Minimum	0.2%	0.2%	1.2%
Maximum	5.8%	5.8%	6.2%
Average			
% of Taxable Wages	1.53%	1.37%*	1.52*
% of Total Wages	1.01%	.91%*	1.04%*
Weekly Benefit Amount			
Minimum	\$5	\$5	\$5
Maximum	\$639	\$695	\$763
Average	\$479		
Average Benefit Duration	20.1 weeks		

* estimated

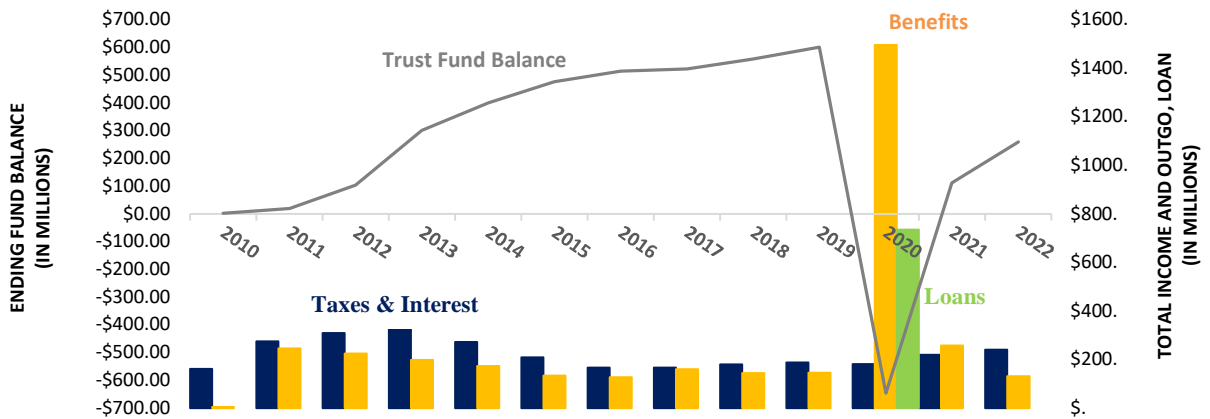
Status of the Fund

As of November 2022, the UI Trust Fund had a balance of \$242 million, the fund balance is .49% of the adequate level. The fund bounced back and climbed to \$111 million by the end of 2021 due to a lower benefit pay out and the Relief funds deposits. A total of \$804 million in federal funds was deposited into the trust fund in 2021. Unemployment benefit payouts for Jan-November 2022 totaled \$154 million and revenues generated to fund the UI programs totaled \$242 million. Contributions generally exceeded benefits in 2022. This enabled the trust fund to continue funding unemployment benefits without borrowing.

Due to Legislative actions (HB2471 HD1 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 a smaller fund balance is needed for future solvency to rebuild trust fund to the fund adequacy target described in state law and fund balance should be sufficient to trigger the lower tax rate tables.

Assuming the calendar year 2023 insured unemployment rate averages 1.25%, or about 6,975 claims per week, the fund balance is estimated to be \$415 million at the end of 2023. With this fund balance, Schedule E would be in effect for 2024.

Unemployment Compensation Trust Fund 2010-2022



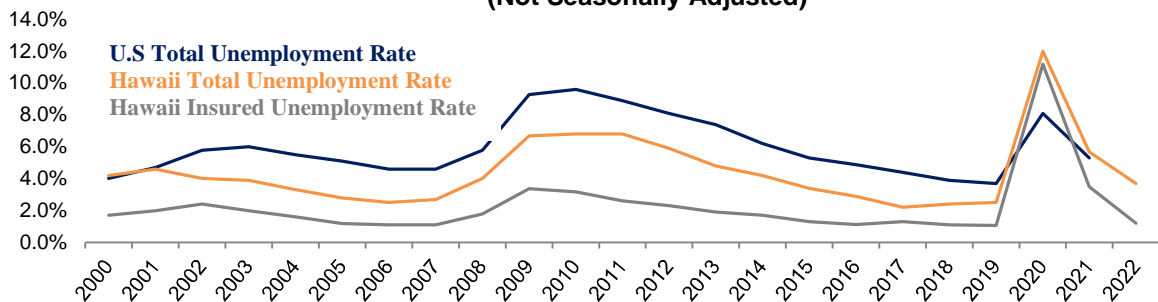
Economic Factors

The national not seasonally adjusted total unemployment rate (TUR) was 3.4% as of November 2022, decreasing from the November 2021 rate of 3.9%. Hawaii’s not seasonally adjusted total unemployment rate (TUR) was 3.4% in November 2022 as compared to 4.7% in November 2021. Hawaii’s total nonagricultural wage and salary job count grew in 2022, averaging 607,900 for the eleven months ending November 2022. This is a 41,700 increase from the average of 566,200 for the same period in 2021.

The insured unemployment rate (IUR), a measure of the unemployed covered by Hawaii’s Unemployment Compensation program, is used to project outgo from the Unemployment Compensation Trust Fund. The IUR averaged 3.45% in 2021. It is at .98% as of November 2022.

Projections in this report assume that national and Hawaii labor force numbers will reflect continuing favorable conditions. Hawaii’s total unemployment rate (TUR) is projected to average 3.8% in 2022 and 3.6% in 2023. Trust fund estimates are based on an average insured unemployment rate (IUR) of 1.26% in 2022 and 1.25% in 2023.

Unemployment Rate (Not Seasonally Adjusted)



2023 Tax Schedule and Taxable Wage Base

The tax rates are set on a calendar year basis in December of each year. Tax rates for calendar year 2023 is set to Schedule F and will range from 1.20% to 6.20%. The taxable wages (maximum annual wages taxable per employee) will increase almost 10% to \$56,700 from \$51,600 for 2023 resulting in higher taxes on wages.

BACKGROUND INFORMATION

Purpose of Report

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

Fund Definition and Requirements

Establishment of Fund in Hawai'i state law. The Hawai'i Employment Security Law (Hawai'i 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 insure that Hawai'i 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 Hawai'i's Unemployment Compensation Trust Fund.

Self-financing of benefits by governmental and/or nonprofit employers. Sections 383-62 and 62.5, Hawai'i Revised Statutes provide that State and County governmental employers, nonprofit organizations described in section 501(c)(3) of the Internal Revenue Code and 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 1980: Appendix B, page A-5)

The UI Trust balance as of November 30, 2022 was \$259,646,535. The surge in UI claims because of Covid-19 rapidly depleted the balance of the State Unemployment Insurance Trust Fund in July 2020, requiring the State to borrow from the federal government to pay claims. Borrowing continued during 2021. However, the trust fund balance bounced back and all loan were repaid in September 2021 when states were permitted to replenish their unemployment compensation (UC) trust funds using the money they received in Fiscal Recovery Funds under the American Rescue Plan Act (ARPA). No federal advances (i.e., loans) were needed to pay state UI benefits during CY 2022.

Projections through 2023: For this report, the insured unemployment rate is projected to average 1.26% in 2022 and 1.25% in 2023. Due to continued job growth and economic improvement benefit payments is estimated to \$182 million in 2023. Taxes and interest are projected at about \$355 million in 2023. On the basis of this forecasted level of unemployment, legislative actions, relating to the Adequate Reserve Fund (HB2471 HD1 SD2) and appropriating \$700 million in CARES Act funding for the trust fund the fund balance would be about \$242 million by the end of 2022 and Tax Schedule F would be in effect for 2023.

HAWAII UNEMPLOYMENT COMPENSATION TRUST FUND

(in millions of \$)

Year	Taxes	Interest	Benefits	Fund Balance	Federal Loan Balance
2010	\$160.9	\$1.9	\$305.2	-\$11.6	\$14.6
2011	\$275.7	\$0.2	\$245.3	\$ 18.9	\$0.0
2012	\$308.2	\$1.5	\$225.0	\$103.7	\$0.0
2013	\$392.1	\$5.0	\$199.1	\$301.8	\$0.0
2014	\$264.1	\$8.6	\$172.6	\$400.5	\$0.0
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					
Jan	\$39.8	\$0.0	\$16.7	\$134.2	\$0.0
Feb	\$43.5	\$0.0	\$12.7	\$164.7	\$0.0
Mar	\$2.0	\$0.4	\$13.2	\$153.8	\$0.0
Apr	\$66.1	\$0.0	\$10.5	\$210.0	\$0.0
May	\$5.5	\$0.0	\$12.4	\$203.2	\$0.0
Jun	\$1.4	\$0.6	\$11.2	\$193.4	\$0.0
Jul	\$61.1	\$0.0	\$10.7	\$243.8	\$0.0
Aug	\$4.1	\$0.0	\$12.2	\$235.7	\$0.0
Sep	\$ 2.0	\$0.8	\$10.8	\$227.0	\$0.0
Oct	\$53.3	\$0.0	\$11.1	\$269.2	\$0.0
Nov	\$1.1	\$0.0	\$10.7	\$259.6	\$0.0
<i>Projected</i>					
2022	\$242	\$3.5	\$154	\$242	
2023	\$355	\$8.5	\$182	\$415	

Fund Solvency

(Historical data from 1980: Appendix B, page A-6)

The Hawai'i 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.

During the 2022 Legislative Session, Act 281 temporarily redefined the adequate reserve fund for the calendar years 2023 through 2030 as the amount of benefits that would be paid out during one year of unemployment at the highest level experienced during the most recent ten years, **but shall not include the benefit cost rate from June 2020 through August 2021**.

On page A-6, Appendix B, the table entitled *Ratio of Current to Adequate Reserve Fund* shows the data used in tax schedule computations since 1980. For the 2023 tax schedule computation, the adequate amount is \$528,321,685. The current reserve fund (actual fund assets as of November 30, 2022) is \$259,646,534. At this fund level, Schedule F will be in effect for 2023.

Tax Rates

(Historical data from 1980: Appendix B, page A-7)

One of eight tax schedules, A through H, is in effect for a calendar year as explained in Appendix A. Schedule A has the lowest tax rates, while schedule H has the highest. The average tax rate attainable from a particular tax schedule depends on the distribution of employers by reserve ratio groups. Employers tend to move to higher reserve ratio groups during periods when contributions exceed benefits. During such times, more employers move into the lower tax rate groups and the average tax rate for a schedule decreases. Conversely, during periods of high unemployment, more employers move to the higher tax rate groups and the average tax rate for each schedule automatically increases.

Hawaii legislation (HB 1278/Act 1) froze employer state unemployment insurance (SUI) tax rates for 2021-2022 at Rate Schedule D, with rates ranging from 0.2% to 5.8%, rather than setting SUI tax rates at Schedule H, the highest schedule provided for under state law.

The law set the 2023 tax rate schedule at new Standard Rate Schedule F with rates ranging from 1.20% to 6.20%. 2022 legislation (HB2171 HD1 SD2/Act 281) lessened the impact that COVID-19 UI benefits had on the CY 2023 SUI tax rates by disregarding benefit cost rate from June 2020 through August 2021 in the computation of the "current fund ratio" and the "highest benefit cost rate" factors used to determine which of the A-H schedules provided for by law will be in effect for the next calendar year.

Minimum, maximum, and average tax rates are shown on page A-7; Appendix B. Taxes are estimated to average about 2.4% of taxable wages during calendar year 2023 with Schedule F in effect. From 1985 to 2012 the maximum tax rate on each tax schedule was 5.4%. Under Act 263 (2012 Legislative Session) the maximum tax rates on each schedule were increased as shown on Appendix A.

Taxable Wage Base

(Historical data from 1980: Appendix B, page A-8)

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 adequate 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, the 100% formula is in effect. For calendar year 2023, the taxable wage base increased to \$56,700 for all employers, up from the \$51,600 taxable wage base in 2022.

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 A-8, Appendix B shows the taxable wage bases and the proportions of wages taxed since 1970.

The current tax schedule system was designed to work with the currently defined taxable wage base. When the wage base is lowered, the tax schedules will produce lower levels of income than they were designed to produce.

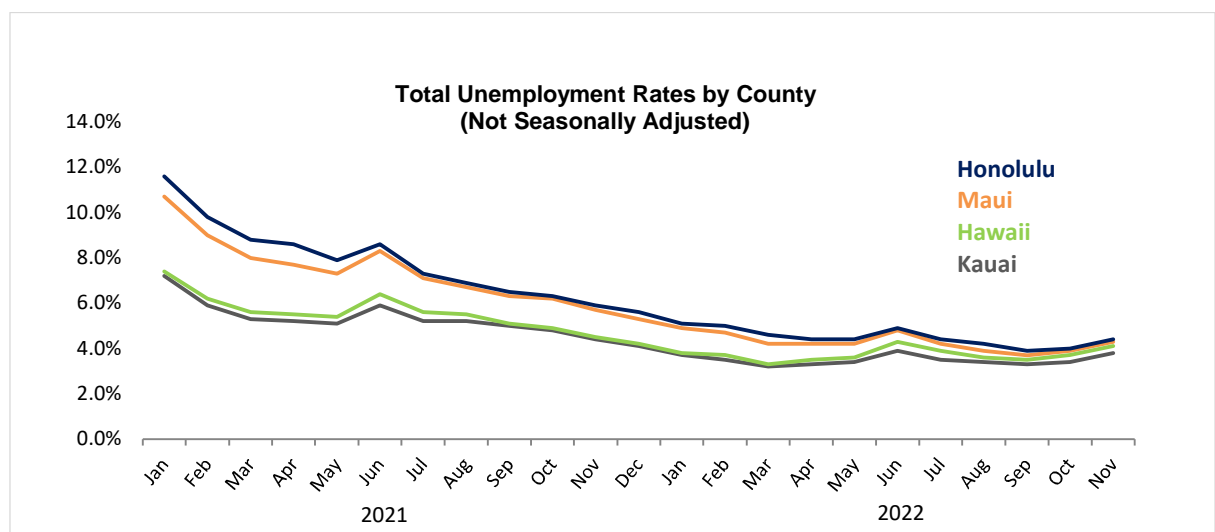
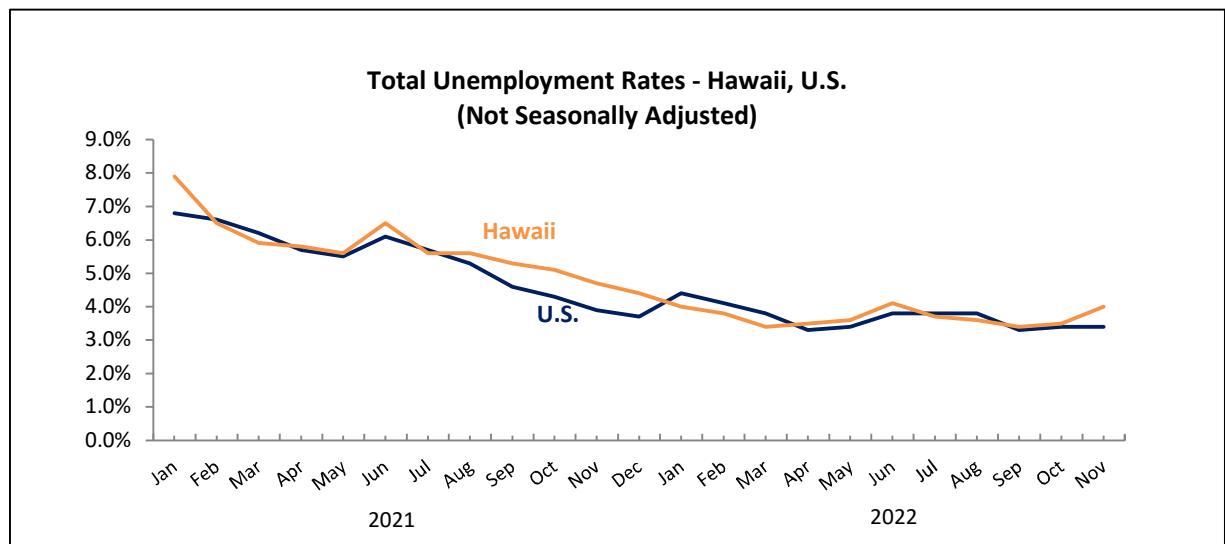
ECONOMIC FACTORS

General Conditions

Despite the headwinds created by the COVID-19, the economy is recovering. The National not seasonally adjusted total unemployment rate (TUR) was 3.4% for November 2022, down from the November 2021 rate of 3.9%. Hawai'i's not seasonally adjusted TUR was 4.0% in November 2022 as compared to 4.7% in November 2021. As shown in the chart below, Hawai'i's unemployment rate for November was 4.0% unchanged from 4.0% in January 2022. For the month of November 2022, unemployment rates were 3.8% for Honolulu, 4.3% for Maui County, 4.1% for Hawai'i County, and 4.4% for Kauai County.

Hawai'i's total nonagricultural wage and salary job count averaged 607,973 for the eleven months ending November 2022. This is a 41,737 increase from the 566,236 average for the same period in 2021. During this eleven-month period, three of ten major industrial sectors experienced increases in jobs in 2022. The three sectors with the largest job growth were Private Service-Providing, Trade, Transportation & Utilities and Other Services.

Outlook: This report assumes slightly improved unemployment levels for Hawai'i through 2022.



Civilian Labor Force Data

(Historical data from 1980: Appendix B, page A-2)

Total Civilian Labor Force in Hawai'i increased from an annual average of 668,410 in calendar year 2021 to 673,480 in the first eleven months of 2022.

Total employed in Hawai'i increased from an annual average 630,190 in calendar year 2021 to 648,610 during the first eleven months in 2022. Total unemployed decreased from an average of 38,230 in 2021 to 24,870 for the January through November 2022 period.

Hawai'i's not seasonally adjusted total unemployment rate (TUR) averaged 3.7% over the first eleven months of 2022, decreasing over the calendar year 2021 average of 5.7%.

The not seasonally adjusted total unemployment rate for the U.S. averaged 3.7% for the first eleven months of 2022, decreasing over the calendar year 2021 average of 5.4%.

Projections for this publication assume the Hawai'i total unemployment rate will average 3.8% in 2022 and 3.6% in 2023.

CIVILIAN LABOR FORCE DATA

Not Seasonally Adjusted

Year	Civilian Labor Force				
	State of Hawai'i			Total Unempl. Rate (TUR)	U.S. Total Unempl. Rate (TUR)
	Total	Employed	Unemployed		
2015 (B)	670,600	647,600	23,000	3.4%	5.3%
2016 (B)	679,100	659,550	19,550	2.9%	4.9%
2017 (B)	695,300	679,850	15,450	2.2%	4.4%
2018 (B)	692,000	675,700	16,300	2.4%	3.9%
2019 (B)	684,700	667,900	16,800	2.5%	3.7%
2020 (B)	662,500	583,000	79,500	12.0%	8.1%
2021 (B)	668,400	630,200	38,250	5.7%	5.3%
2022					
Jan (R)	655,550	590,750	64,850	4.0%	4.4%
Feb (R)	658,650	602,000	56,650	3.8%	4.1%
Mar (R)	652,550	596,000	56,550	3.4%	3.8%
Apr (R)	652,250	600,200	52,050	3.5%	3.3%
May (R)	644,850	596,950	47,900	3.6%	3.4%
Jun (R)	644,250	593,800	50,450	4.1%	3.8%
Jul (R)	646,750	602,400	44,350	3.7%	3.8%
Aug (R)	648,500	605,500	43,000	3.6%	3.8%
Sep (R)	647,450	606,250	41,200	3.4%	3.3%
Oct (R)	645,250	607,350	37,900	3.5%	3.4%
Nov (P)	650,000	615,000	35,000	4.0%	3.4%
<i>Projected</i>					
2022				3.8%	
2023				3.6%	

Notes: Except for percent unemployed, rounded to nearest 50.
 Totals may not add due to rounding.
 (B) Data from 2015-2021 reflect revised inputs, revised population controls and model reestimation.
 (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 1980: Appendix B, page A-3)

The average monthly number of employees covered by the Fund was 395,613 in 2020, decreasing from 482,634 in 2019. Covered employees decreased to an average of 389,269 for the 12-month period ending June 2021.

The insured unemployment rate (IUR) is average weekly unemployment insurance claims as a percent of covered employees. The IUR was 2.66% as of November 2021, compared to the 2020 average of 11.15%. The average weekly number of claims filed under the regular state program was 74,561 in 2020. The number of weekly claims averaged 13,318 as of November 2021.

Projections for the IUR: average of 2.92% for 2021 and 2.4% for 2022.

INSURED UNEMPLOYMENT RATE AND EMPLOYMENT COVERED BY THE UC FUND

Year	Insured Unemployment		Employees Covered By the Fund
	Rate (IUR)	Average Weekly Claims*	
2014	1.71%	9,740	458,518
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			
Jan	1.97%	10,200	439,638
Feb	1.79%	9,295	444,878
Mar	1.65%	8,553	446,787
Apr	1.38%	7,432	450,474
May	1.24%	6,655	449,817
Jun	1.15%	6,206	449,327
Jul	1.11%	6,162	
Aug	1.11%	6,173	
Sep	1.08%	5,981	
Oct	1.01%	5,729	
Nov	0.98%	5,572	
Dec			
<i>Projected</i>			
2022	1.26%	6,804	
2023	1.25%	6,975	

*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 1980: Appendix B, page A-4)

The *maximum weekly benefit amount* payable to claimants *will increase to \$763 for the calendar year 2023*, \$68 more than the \$695 maximum in 2022. Under Hawai'i'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 received by claimants averaged \$511 for the 12-month period ending November 2022 as compared to an average of \$436 for calendar year 2021. 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. The *average number of weeks of regular benefits* received per claimant fell from 22.2 weeks for the eleven-month period ending November 2021 to 15.8 weeks in 2022. These averages do not include benefits paid under special programs that extend benefits beyond the 26 weeks of regular benefits.

EXPERIENCE RATING

Description

Experience rating means that each employer's unemployment insurance tax rate is based on the employer's own benefit, contribution, and wage history. For each employer an account is kept of the amount 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 1980: 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 is *not* charged to the employer's account. The conditions for noncharging are described in Appendix C. In 2021, 25% of all benefits paid were not charged to an individual employer account. Noncharged benefits are financed by Unemployment Compensation Trust Fund interest income or by employers as a whole by triggering a higher tax schedule due to a lower fund balance.

2021 Employer Data

The following tables show 2021 employment, wage, benefit, and contribution data for employers who contribute to the Unemployment Compensation Trust Fund and for whom a tax rate was computed for calendar year 2022. Information on employers who were covered under the Hawai'i unemployment insurance program during 2021, but were no longer covered as of January 1, 2022, are not included in these tables. Data are shown by reserve ratio, county, size of firm, and industry groups. The reserve ratio tables show 2021 data by reserve ratios as of the end of 2021. Also shown on those tables are the 2022 tax rates assigned to each reserve ratio group.

Seventeen percent of all employers were in the highest reserve ratio group with ratios of 0.1500 and higher. These 6,362 employers were assigned the minimum 0.2% tax rate for 2022. Fifteen percent of the employers were assigned the maximum 5.8% tax rate, mostly due to delinquent filing of tax reports.

Employer Data

2021 Employers and Wage Data by Reserve Ratio

Reserve Ratio End of 2021	2022 Tax Rate	Number of Employers	% of Total	Employment	% of Total	Total Wages \$000	% of Total	Taxable Wages \$000	% of Total
.1500 and over	0.2%	6,362	17	71,958	16	3,515,995	15	2,417,937	15
.1400 to .1499	0.4%	1,505	4	29,161	7	1,508,101	6	1,081,568	7
.1300 to .1399	0.6%	1,922	5	46,846	10	2,790,080	12	1,808,153	11
.1200 to .1299	0.8%	1,957	6	53,435	12	3,458,463	14	2,028,907	13
.1100 to .1199	1.0%	1,856	5	39,834	9	2,065,629	9	1,402,942	9
.1000 to .1099	1.2%	1,667	4	28,852	6	1,547,215	7	1,052,475	7
.0900 to .0999	1.4%	1,577	4	33,358	8	1,679,877	7	1,168,621	7
.0800 to .0899	1.6%	3,214	9	31,426	7	1,721,420	7	1,132,597	7
.0700 to .0799	1.8%	1,863	5	16,100	4	1,046,413	4	627,968	4
.0600 to .0699	2.0%	1,990	6	22,713	5	1,312,320	5	861,295	5
.0500 to .0599	2.2%	262	1	4,837	1	306,726	1	200,426	1
.0300 to .0499	2.6%	223	1	2,900	1	209,654	1	124,323	1
.0000 to .0299	3.0%	250	1	3,371	1	236,707	1	155,545	1
-.0000 to -.0499	3.4%	182	0	3,034	1	236,716	1	141,877	1
-.0500 to -.0999	4.0%	108	0	1,432	0	101,546	0	67,460	2
-.1000 to -.4999	4.6%	404	1	6,239	1	536,913	2	308,118	1
-.5000 to -.9999	5.2%	132	0	2,367	1	203,913	1	123,776	0
-1.0000 to -1.4999	5.4%	73	0	1,151	0	87,782	0	58,110	0
-1.5000 to -1.9999	5.6%	32	0	166	0	10,983	0	8,191	0
-2.0000 and less	5.8%	92	0	473	0	32,465	0	20,775	0
New & Reactive	3.0%	6,054	16	8,705	2	481,986	2	327,943	2
N&R Neg Reserve	5.8%	413	1	258	0	8,972	0	8,357	0
Delinquent	5.8%	5,299	14	35,669	8	1,048,861	5	856,704	6
Total		37,437	100	444,286	100	24,148,736	100	15,984,066	100

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

2021 Benefit and Contribution Data by Reserve Ratio

Reserve Ratio <i>End of 2021</i>	2022 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%	36,932	12,635	49,567	20	17.74	14,127	6	0.58
.1400 to .1499	0.4%	10,889	5,552	16,441	6	13.57	9,614	4	0.89
.1300 to .1399	0.6%	6,960	4,135	11,095	4	13.56	14,726	6	0.81
.1200 to .1299	0.8%	13,792	5,375	19,167	7	5.79	20,373	9	1.00
.1100 to .1199	1.0%	7,834	4,450	12,284	5	9.55	16,289	7	1.16
.1000 to .1099	1.2%	7,618	3,695	11,313	4	8.86	14,801	7	1.41
.0900 to .0999	1.4%	11,089	4,891	15,980	6	7.79	18,695	8	1.60
.0800 to .0899	1.6%	9,397	4,476	13,874	5	8.35	23,350	10	2.06
.0700 to .0799	1.8%	8,919	2,801	11,719	4	8.41	13,102	6	2.09
.0600 to .0699	2.0%	10,667	3,705	14,372	6	11.35	17,610	8	2.04
.0500 to .0599	2.2%	4,326	976	5,303	2	5.75	5,688	2	2.84
.0300 to .0499	2.6%	5,277	1,057	6,334	2	7.99	3,478	2	2.80
.0000 to .0299	3.0%	7,313	1,550	8,864	3	8.05	5,025	2	3.23
-.0000 to -.0499	3.4%	7,587	1,701	9,288	4	14.94	5,473	2	3.86
-.0500 to -.0999	4.0%	3,313	604	3,917	2	16.71	2,857	1	4.24
-.1000 to -.4999	4.6%	18,127	2,046	20,173	8	8.67	14,162	6	4.60
-.5000 to -.9999	5.2%	10,025	1,347	11,371	4	9.75	6,426	3	5.19
-1.0000 to -1.4999	5.4%	6,008	682	6,690	3	14.20	3,174	1	5.46
-1.5000 to -1.9999	5.6%	1,131	44	1,175	0	16.59	436	0	5.32
-2.0000 and less	5.8%	1,843	146	1,989	1	26.13	1,163	1	5.60
New & Reactive	3.0%	202	312	514	0	0.49	9,906	4	3.02
N&R Neg Reserve	5.8%	717	107	824	0	24.98	170	0	2.03
Delinquent	5.8%	7,744	3,640	11,384	4	7.26	11,860	5	1.38
Total		197,710	65,929	263,639	100	9.82	232,504	100	1.45

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.

2021 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
O'ahu	17,014	46	236,185	53	12,457,717	51	8,084,776	51
Maui	5,296	14	41,918	9	2,161,251	9	1,549,043	10
Hawai'i	5,293	14	37,181	9	1,842,516	8	1,332,443	8
Kaua'i	2,342	6	18,076	4	927,861	4	685,553	4
Interstate	7,492	20	110,926	25	6,759,390	28	4,332,252	27
Total	37,437	100	444,286	100	24,148,736	100	15,984,066	100

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

2021 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* %
O'ahu	111,267	29,463	140,730	53	8.16	114,581	49	1.42
Maui	19,349	9,153	28,502	11	17.39	23,086	10	1.49
Hawai'i	12,685	5,333	18,018	7	10.15	21,527	10	1.62
Kaua'i	8,792	5,114	13,906	5	20.12	10,065	4	1.47
Interstate	45,616	16,865	62,481	24	9.00	63,245	27	1.46
Total	197,710	65,929	263,639	100	9.82	23,250	100	0.15

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.

2021 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	26,795	71	37,147	8	2,545,766	10	1,447,054	9
5 to 9	4,630	12	32,216	7	1,658,751	7	1,104,326	7
10 to 19	2,873	8	39,839	9	2,063,604	9	1,373,609	9
20 to 49	1,856	5	57,119	13	3,201,433	13	2,070,651	13
50 to 99	720	2	50,057	11	2,867,662	12	1,908,451	12
100 to 249	363	1	55,656	13	3,164,820	13	2,164,592	13
250 or more	200	1	172,252	39	8,646,700	36	5,915,384	37
Total	37,437	100	428,874	100	24,148,736	100	15,984,066	100

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

2021 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	23,073	6,913	29,986	12	2.07	24,428	11	1.69
5 to 9	14,578	4,285	18,863	7	1.71	17,036	7	1.54
10 to 19	20,321	5,799	26,119	10	1.90	22,036	10	1.60
20 to 49	27,635	9,643	37,278	14	1.80	31,184	13	1.51
50 to 99	31,624	8,683	40,307	15	2.11	30,061	13	1.58
100 to 249	25,409	9,700	35,108	13	1.62	35,181	15	1.63
250 or more	55,071	20,906	75,977	29	1.28	72,578	31	1.23
Total	197,710	65,929	263,639	100	1.65	232,504	100	1.45

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.

2021 Employers 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	457	1	5,273	1	232,962	1	186,895	1
Utilities	70	0	3,448	1	392,043	2	967	1
Construction	3,633	10	33,000	7	2,724,808	11	176,678	10
Manufacturing	1,174	3	11,105	3	569,769	2	1,630,324	3
Wholesale Trade	1,827	5	14,666	3	1,006,748	4	416,602	4
Retail Trade	2,923	8	64,322	15	2,627,179	11	619,010	12
Transportation & Warehousing	952	2	23,309	5	1,504,864	6	2,000,177	6
Information	1,103	3	7,795	2	677,266	3	917,658	2
Finance & Insurance	1,389	4	17,772	4	1,724,503	7	358,791	5
Real Estate, Rental & Leasing	1,728	5	19,768	4	663,661	3	849,589	3
Professional, Scientific, & Technical Services	5,938	16	23,069	5	2,134,749	9	409,460	7
Management of Companies & Enterprises	219	1	1,091	0	137,412	1	1,084,025	0
Administrative & Support; Waste Management & Remediation Services	2,786	7	64,976	15	3,066,064	13	53,407	15
Educational Services	841	2	3,558	1	124,870	1	2,327,098	1
Health Care & Social Assistance	4,108	11	40,791	9	2,289,565	9	92,721	8
Arts, Entertainment & Recreation	708	2	7,113	2	298,173	1	1,340,239	1
Accommodation & Food Services	3,445	9	83,910	19	3,149,139	13	211,834	17
Other Services (except Public Administration)	3,703	10	18,869	4	795,070	3	623,951	4
Public Administration	18	0	9	0	1,036	0	583	0
Unknown	415	1	443	0	28,856	0	18,265	0
Total	37,437	100	444,286	100	24,148,736	100	15,984,066	100

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

2021 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 Resource & Mining	2,440	755	3,195	1	1.71	3,300	2	1.76
Utilities	187	96	283	0	0.16	1,469	1	0.83
Construction	68,484	10,053	78,537	30	4.82	49,508	21	3.04
Manufacturing	7,470	2,244	9,714	4	2.33	5,551	2	1.33
Wholesale Trade	4,252	1,614	5,866	2	0.95	8,848	4	1.43
Retail Trade	13,723	6,262	19,985	8	1.00	21,711	9	1.09
Transportation & Warehousing	13,017	6,021	19,038	7	2.07	11,271	5	1.23
Information	4,122	1076	5,198	2	1.45	5,894	3	1.64
Finance & Insurance	1,929	999	2,928	1	0.34	8,378	4	0.99
Real Estate, Rental & Leasing	3,138	1467	4,605	2	1.12	5,875	3	1.43
Professional, Scientific, & Technical Services	6,623	1782	8,405	3	0.78	16,395	7	1.51
Management of Companies & Enterprises	631	241	872	0	1.63	750	0	1.40
Administrative & Support; Waste Management & Remediation Services	27,797	10,896	38,693	15	1.66	36,523	16	1.57
Educational Services	657	316	973	0	1.05	1,295	1	1.40
Health Care & Social Assistance	5,295	2,423	7,717	3	0.58	17,174	7	1.28
Arts, Entertainment & Recreation	2,545	1288	3,833	2	1.81	2,472	1	1.17
Accommodation & Food Services	29,217	16097	45,313	17	1.70	28,063	12	1.05
Other Services (except Public Administration)	5,681	2065	7,746	3	1.24	7,703	3	1.23
Public Administration	0	0	0	0	0.00	21	0	0.11
Unknown	504	233	737	0	4.04	304	0	0.00
Total	19,710	65,929	263,639	100	1.65	232,504	100	1.45

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 Hawai'i 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.

Employers not chargeable with benefits 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.

(b) 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										Tax Schedule Computation	
Reserve Ratio	A	B	C	D	E	F	G	H	Ratio of Current to Adequate Reserve	Tax Schedule	
	Contribution Rates (%)										
.1500 and over	0.0	0.0	0.0	0.2	0.6	1.2	1.8	2.4	More than 1.69	A	
.1400 to .1499	0.0	0.0	0.1	0.4	0.8	1.4	2.0	2.6	1.3 to 1.69	B	
.1300 to .1399	0.0	0.0	0.2	0.6	1.0	1.6	2.2	2.8	1.0 to 1.29	C	
.1200 to .1299	0.0	0.1	0.4	0.8	1.2	1.8	2.4	3.0	0.80 to 0.99	D	
.1100 to .1199	0.0	0.2	0.6	1.0	1.4	2.0	2.6	3.2	0.60 to 0.79	E	
.1000 to .1099	0.1	0.3	0.8	1.2	1.6	2.2	2.8	3.4	0.40 to 0.59	F	
.0900 to .0999	0.3	0.5	1.0	1.4	1.8	2.4	3.0	3.6	0.20 to 0.39	G	
.0800 to .0899	0.5	0.7	1.2	1.6	2.0	2.6	3.2	3.8	Less than 0.20	H	
.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%

APPENDIX B Annual Labor Force Data from 1980

CIVILIAN LABOR FORCE DATA

Not Seasonally Adjusted

Annual Averages

Year	Civilian Labor Force				
	Total	State of Hawai'i		Total Unempl. Rate (TUR)	U.S. Total Unempl. Rate (TUR)
		Employed	Unemployed		
1980 (RA)	440,750	419,000	21,750	4.9%	7.1%
1981 (RA)	450,450	427,200	23,250	5.2%	7.6%
1982 (RA)	458,050	430,050	28,000	6.1%	9.7%
1983 (RA)	470,850	443,000	27,850	5.9%	9.6%
1984 (RA)	473,950	448,200	25,750	5.4%	7.5%
1985 (RA)	481,650	456,500	25,150	5.2%	7.2%
1986 (RA)	493,150	470,200	22,950	4.7%	7.0%
1987 (RA)	511,550	492,650	18,900	3.7%	6.2%
1988 (RA)	518,250	502,300	15,950	3.1%	5.5%
1989 (RA)	530,000	517,000	13,000	2.5%	5.3%
1990 (RA)	550,500	536,150	14,350	2.6%	5.6%
1991 (RA)	564,850	549,050	15,800	2.8%	6.8%
1992 (RA)	576,950	553,000	23,950	4.1%	7.5%
1993 (RA)	582,100	556,750	25,400	4.4%	6.9%
1994 (RA)	583,200	552,950	30,300	5.2%	6.1%
1995 (RA)	585,350	553,100	32,250	5.5%	5.6%
1996 (RA)	594,950	559,600	35,350	5.9%	5.4%
1997 (RA)	601,750	566,000	35,750	5.9%	4.9%
1998 (RA)	602,650	567,550	35,100	5.8%	4.5%
1999 (RA)	603,650	572,300	31,350	5.2%	4.2%
2000 (RA)	605,400	579,750	25,650	4.2%	4.0%
2001 (RA)	607,550	579,900	27,650	4.6%	4.7%
2002 (RA)	601,800	577,600	24,150	4.0%	5.8%
2003 (RA)	603,950	580,350	23,600	3.9%	6.0%
2004 (RA)	611,750	591,600	20,150	3.3%	5.5%
2005 (RA)	625,550	607,850	17,700	2.8%	5.1%
2006 (RA)	635,400	619,350	16,050	2.5%	4.6%
2007 (RA)	636,700	619,200	17,500	2.7%	4.6%
2008 (RA)	641,550	615,750	25,750	4.0%	5.8%
2009 (RA)	631,950	589,800	42,150	6.7%	9.3%
2010 (B)	648,550	604,200	44,350	6.8	9.6%
2011 (B)	660,650	615,450	45,150	6.8	8.9%
2012 (B)	650,400	612,000	38,450	5.9	8.1%
2013 (B)	651,000	620,000	30,950	4.8	7.4%
2014 (B)	664,000	635,900	28,100	4.2	6.2%
2015 (B)	670,600	647,600	23,000	3.4	5.3%
2016 (B)	679,100	659,550	19,550	2.9	4.9%
2017 (B)	695,300	679,850	15,450	2.2	4.4%
2018 (B)	692,000	675,700	16,300	2.4	3.9%
2019 (B)	684,700	667,900	16,800	2.5	3.7%
2020 (B)	662,500	583,000	79,500	12.0	8.1%
2021 (B)	668,400	572,800	75,400	11.6%	5.3%

Sources: Hawai'i Workforce Informer web page (www.hiwi.org)

Total Unemployment Rate: Percent of Labor Force

U.S. Bureau of Labor Statistics (www.bls.gov)

Note: (RA) Data for 1980- 2009 ratio adjusted

(B) Data from 2010-2021 reflect revised population controls and model reestimation

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
1980	2.9%	10,740	309,424	2%
1981	3.0%	11,681	311,997	1%
1982	3.5%	13,411	306,395	-2%
1983	3.5%	12,919	309,752	1%
1984	2.9%	11,104	317,669	3%
1985	2.6%	9,696	328,268	3%
1986	2.2%	8,548	337,832	3%
1987	1.7%	7,045	358,801	6%
1988	1.5%	6,452	371,952	4%
1989	1.1%	5,041	393,693	6%
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	423,710	7%

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 (weeks)
	<i>Maximum</i>	<i>Average</i>	
1980	\$144	\$103	13.7
1981	\$157	\$114	14.2
1982	\$169	\$124	14.8
1983	\$178	\$123	15.8
1984	\$188	\$136	14.8
1985	\$194	\$134	14.6
1986	\$200	\$140	14.3
1987	\$212	\$150	13.4
1988	\$223	\$162	13.5
1989	\$239	\$170	12.0
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		
2023	\$763		

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
1980	\$58.2	\$7.0	\$42.6	\$100.6
1981	\$53.4	\$9.9	\$57.5	\$106.3
1982	\$54.9	\$11.5	\$71.1	\$101.6
1983	\$70.9	\$11.5	\$61.0	\$123.0
1984	\$67.8	\$13.4	\$63.4	\$140.9
1985	\$60.2	\$15.7	\$54.3	\$162.5
1986	\$65.4	\$12.9	\$49.3	\$191.5
1987	\$75.1	\$24.0	\$42.6	\$248.0
1988	\$51.3	\$22.5	\$44.2	\$277.7
1989	\$64.0	\$25.6	\$35.4	\$331.9
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	\$61.7	\$258.7	\$111.1

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, \$66.8 M Relief Funds from Other State Department and 50% Reimbursement from COVID-19 relief fund and .26 M CMIA Payment withdrawal and Reconciling item for PUA Benefits.
- 2021: Includes \$97.0 M in Relief funds from other State Department and \$2.6 M 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
1980	2.86%	\$3,314,556,620	\$94,796,319	\$80,341,186	0.85		+0.8%
1981	2.86%	\$3,769,977,490	\$107,821,356	\$104,980,243	0.97		+0.4%
1982	2.86%	\$4,111,362,943	\$117,584,980	\$112,290,817	0.95		+0.4%
1983	2.86%	\$4,292,985,503	\$122,779,385	\$106,708,377	0.87		+0.8%
1984	2.86%	\$4,498,499,775	\$128,657,094	\$127,176,245	0.99		+0.4%
1985	2.86%	\$4,801,506,793	\$137,323,094	\$147,004,681	1.07		0.0%
1986	2.86%	\$5,037,888,349	\$144,083,607	\$166,408,163	1.15		0.0%
1987	2.76%	\$5,500,278,375	\$151,807,683	\$195,095,469	1.29		0.0%
1988	1.94%	\$6,093,516,291	\$118,214,216	\$246,416,114	2.08		-0.5%
1989	1.68%	\$6,864,348,520	\$115,321,055	\$274,840,914	2.38		-0.5%
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	\$1,538,476,709	\$110,934,741	.072	D**	
2023	2.05%	\$23,405,163,427	\$528,321,685	\$259,646,534	.49	F	

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.

Rate Schedule in Effect: *2002: schedule C remained in effect due to special legislation. **2010 and 2011: Act 2 (2010 Legislative Session) set tax schedules at D and F; 2012: Act 6 (2012 Legislative Session) set schedule at F.

**2021 and *2022 HB 1278/Act1 2021 Legislative Session) set tax schedules at D.

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.

APPENDIX B continued

UNEMPLOYMENT INSURANCE TAX RATES

Year	Tax Rates (Percent of Taxable Wages)			Taxes as a Percent of Total Wages
	Minimum	Maximum	Average	
1980	1.0%	4.5%	2.1%	1.4%
1981	0.6%	4.5%	1.8%	1.2%
1982	0.6%	4.5%	1.8%	1.3%
1983	1.0%	4.5%	2.3%	1.6%
1984	0.6%	4.5%	1.9%	1.3%
1985	0.2%	5.4%	1.6%	1.1%
1986	0.2%	5.4%	1.7%	1.2%
1987	0.2%	5.4%	1.7%	1.2%
1988	0.0%	5.4%	1.3%	0.6%
1989	0.0%	5.4%	1.3%	0.9%
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%	1.5%	0.9%
<i>Projected</i>				
2022	0.2%	5.8%	1.5%	0.9% est
2023	0.2%	5.8%	1.6%	1.0% est

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	-11%	\$14,264,927,551	-1%	68%	\$48,100
2021	\$23,527,945,885	9%	\$15,524,518,654	9%	66%	\$47,400
2022						\$51,600
2023						\$56,700

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

APPENDIX B continued

CHARGED AND NONCHARGED BENEFITS

(in millions of \$)

Year	Total Benefits	Charged Benefits	% of Total	Noncharged Benefits	% of Total
1980	\$40.7	\$40.2	99%	\$0.5	1%
1981	\$56.7	\$56.1	99%	\$0.6	1%
1982	\$70.5	\$69.9	99%	\$0.6	1%
1983	\$60.9	\$59.7	98%	\$1.2	2%
1984	\$62.4	\$61.8	99%	\$0.6	1%
1985	\$53.9	\$53.4	99%	\$0.5	1%
1986	\$48.4	\$47.8	99%	\$0.6	1%
1987	\$43.6	\$36.6	84%	\$7.0	16%
1988	\$44.1	\$35.3	80%	\$8.8	20%
1989	\$35.4	\$26.9	76%	\$8.5	24%
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%

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 cause¹;
- 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 states³;
- h. Benefits overpaid to a claimant as a result 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

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 Hawai'i Unemployment Compensation Trust Fund and Economic Conditions: 1980 to the Present

- 1980** Employer tax rates were decreased based on the healthy fund reserves. Although Hawai'i's unemployment remained low, an Extended Benefits period was triggered on by high national unemployment. This EB period was from July 1980 to January 1981. Fund income exceeded outgo and reserves reached \$100.6 million by the end of 1980.
- 1981-1984** Unemployment was very stable with the IUR fluctuating only between 2.5% and 3.5%, weathering airline, construction, and other strikes occurring during this time. The fund balance was kept at about the adequate reserve level throughout the period
- 1985** Tax schedules were adjusted to include a maximum tax rate of 5.4% in order to allow employers to continue to receive full tax credits under the Federal Unemployment Tax Act (FUTA).
- 1986-1987** The tourism and construction industries were in a boom period resulting in declining unemployment and a growing fund balance.
- 1988** The high fund balance resulted in the triggering of a negative Fund Solvency Rate for the first time. Also, a one-year special law provision cut the Taxable Wage Base to 50% of the statewide average annual wage.
- 1989** Unemployment continued to decline with the IUR reaching an all time low of 0.96% in December 1989. The fund continued to be more than twice the adequate reserve level allowing the negative 0.5% Fund Solvency Rate to remain in effect.
- 1990** Despite Mainland recessionary conditions, Hawai'i 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.

APPENDIX D continued

- 1991** The Persian Gulf War triggered a slowdown in March as tourist traffic declined dramatically and unemployment jumped. Mainland recessionary conditions began affecting Hawai'i's economy as unemployment remained high through the year especially in the construction and tourism related industries. A one-year special provision cut 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 on Kaua'i. 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 Hawai'i 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, Hawai'i'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.

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 Hawai'i economies. The tourism and construction industries were especially hard hit. Recessionary conditions on the Mainland and in Hawai'i 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. Effective 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 Hawai'i 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 Hawai'i 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 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 Tax Payer 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 a number of large employers in Maui County. Act 070 will be 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. Hawaii will continue to borrow to pay regular UI benefits until the loan principal is paid off and contributions exceed benefits pay out.

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 entitlement to regular UI and provides at least 13 weeks of benefits. Benefits for the EB program are 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 exhausting 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 mandates that Rate Schedule D, be used for calendar 2022. The rates ranging 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 remuneration paid 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.