

April 11, 2025

MEMO TO: Yuki Lei K. Sugimura, Chair, and  
Members of the Budget, Finance, and Economic  
Development Committee

F R O M: David M. Raatz, Director *DMR*  
Office of Council Services

SUBJECT: **FISCAL YEAR 2026 BUDGET** (BFED-1) (OCS-3)

I would like to provide an updated appropriation request for the Office of Council Services' FY 2026 Budget in response to the Salary Commission's actions on March 28, 2025.

Our original proposal, as included in the Mayor's Proposed Budget, included a four-percent increase for Councilmembers' office accounts. I now suggest that Councilmembers' accounts receive a 30-percent increase compared to FY 2025.

This funding level would accommodate both the salary adjustments within the Salary Commission's authority and, at each Councilmember's discretion, comparable salary adjustments for staff on the eighth floor of Kalana o Maui and in Residency Area Offices.

At my request, the Council Chair has introduced Bill 49 (2025), which would have two effects.

First, it would match the OCS attorneys' pay scale with the proposed pay scale in Bill 48 (2025), which was submitted by the Corporation Counsel and Prosecuting Attorney for attorneys within their offices after the Salary Commission's adjustment for department heads. This part of Bill 49 is consistent with established practice.

Second, Bill 49 would adjust the pay scales for full-time non-attorney positions in OCS at a percentage that falls between the Salary Commission's adjustments for elected officials and for department heads. I recognize that this part of Bill 49 is unusual. OCS has often requested to adjust pay scales after collective-bargaining agreements are executed for comparable positions. In this case, we would be acting ahead of the next CBA. But taking this initiative now would help bolster retention efforts and staff morale by avoiding a wide compensation disparity within OCS.

I would also suggest that A/B/C account designations not be included within the OCS Budget to ensure Councilmembers' offices have sufficient flexibility. Unlike the Executive branch, the Council does not have the ability to recognize funds within the fiscal year. So, additional flexibility is justified and can be critical.

Taken together, the proposed adjustments for Councilmembers' accounts and Bill 49 would require an overall increase to the OCS FY 2026 Budget proposal of about \$1.8 million. This table provides a breakdown:

OCS management salaries	128,643
OCS attorney salaries	165,640
Councilmember salaries	188,054
Councilmember office accounts	643,077
OCS non-attorney salaries	671,285
<b>Total Additional Funds Needed</b>	<b>1,796,699</b>

Thank you for your consideration. And on behalf of everyone in OCS, thank you for the opportunity to serve the public in the County's policy-making process. We respect the need to balance many considerations in making budget decisions for the Lānaʻi, Maui, and Molokai residents we all serve in these challenging times. If you have any questions, please contact me at ext. 7664.

ocs:mgt:budget:FY2026 Budget Prep:06 Council Budget Session:OCS-3 Response:dr

cc: OCS Supervisors  
Senior Accountant

## BFED Committee

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**From:** Cara M. Bolte  
**Sent:** Friday, April 11, 2025 11:01 AM  
**To:** BFED Committee  
**Cc:** OCS Supervisors; Nicole Kahinu  
**Subject:** Fiscal Year 2026 Budget (BFED-1) (OCS-3)  
**Attachments:** OCS-3 Response.pdf

Aloha BFED Committee,

Attached is a memo from OCS Director David Raatz responding to Fiscal Year 2026 Budget (BFED-1) (OCS-3).

Thank you,  
Cara



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