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COUNTY COUNCIL
COUNTY OF MAUI
200 S. HIGH STREET
WAILUKU, MAUI, HAWAII 96793
www.MauiCounty.us

April 2, 2025

Ms. Cynthia Razo-Porter, Director
Department of Personnel Services
County of Maui
Wailuku, Hawaii 96793

Dear Ms. Razo-Porter:

SUBJECT: **FISCAL YEAR 2026 BUDGET** (BFED-1) (PS-04)

Thank you for participating in the Committee's discussion on April 1, 2025. The Committee respectfully submits the follow-up questions listed below. May I further request that you transmit a written response to bfed.committee@mauicounty.us by **April 8, 2025**.

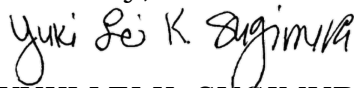
1. What is the oldest position description the Department has on record? (TP)
2. In FY 2025, the Department received approximately 10,000 job applications for County employment. Please provide the percentage of applicants hired, per County department. (Page 626, Program Budget) (SS)
3. Please provide a table comparing our 911 Emergency Services Dispatchers' salaries with those in other counties across the State.
 - a. What strategies can the Department pursue to increase Dispatchers' pay?
 - b. Please explain the process to reclassify, reprice, and transition a position to a new Bargaining Unit. Further, explain the process as it specifically relates to Dispatchers and their supervisors. (YLS)
4. What does the Department do to recruit and hire college graduates to work at the County? How can the Department enhance recruitment and prevent "brain drain" from our workforce? (YLS)

5. For the contract awarded in June 2023, to Brandcrafters LLC (C7992), for the County of Maui Employee Retention and Recruitment (R2) Campaign, please provide the following:
 - a. A copy of the program's final report, the RFP for the contract, and a copy of the program's expense report;
 - b. The recommendations provided to the Department to assist with recruitment and retention efforts;
 - c. Statistical data generated from the program; and
 - d. The reasons for discontinuing the program despite recruitment being an on-going issue. (TC) (GJ)
6. Please explain the recruitment process if a County department wants to hire an employee at a higher step level. (TC)
7. Please explain the level of oversight County departments have in screening and reviewing applications during the recruitment phase. (TC)
8. Does the Department administer a test for legal clerk? If not, how does the Department determine a list of qualified candidates to respective departments? (TP)

To ensure efficient processing, please duplicate the coding in the subject line above for easy reference.

Thank you for your attention to this request. Should you have any questions, please contact me or the Committee staff (Kirsten Szabo at ext. 7662, James Krueger at ext. 7761, Jarret Pascual at ext. 7141, Clarissa MacDonald at ext. 7135, or Pauline Martins at ext. 8039).

Sincerely,



YUKI LEI K. SUGIMURA, Chair
Budget, Finance, and Economic
Development Committee

bfed:2026bgt:250401aps01:clm

cc: Mayor Richard T. Bissen, Jr.
Budget Director
Deputy Director of Personnel Services

BFED Committee

From: BFED Committee
Sent: Wednesday, April 2, 2025 8:34 PM
To: Cynthia.Razo@co.mauhi.us
Cc: kainea.aiwohi@co.mauhi.us; Andrea.M.Rock-mendes@co.mauhi.us; 'Michelle Santos'; 'Zeke Kalua'; Lesley Milner; kristina.cabbat@co.mauhi.us; tiare.p.horner@co.mauhi.us; Janina Agapay; BFED Committee
Subject: FISCAL YEAR 2026 BUDGET (BFED-1) (PS-04); reply by 04/08/25
Attachments: 250401aps01 (PS-04).pdf
Importance: High
Categories: Processed

Ms. Razo-Porter: Please see attached *revised* letter, from Committee Chair Sugimura, dated 04/02/25.

Mahalo,
BFED Committee Staff