

COUNCIL OF THE COUNTY OF MAUI

BUDGET, FINANCE, AND ECONOMIC DEVELOPMENT COMMITTEE

September 2, 2022

**Committee
Report No.** _____

Honorable Chair and Members
of the County Council
County of Maui
Wailuku, Maui, Hawaii

Chair and Members:

Your Budget, Finance, and Economic Development Committee, having met on August 17, 2022, makes reference to Resolution 22-185 entitled "APPROVING COST ITEMS FOR BARGAINING UNIT 15, OCEAN SAFETY OFFICERS," along with a summary of cost items.

Resolution 22-185's purpose is to approve cost items for Ocean Safety Officers included within Bargaining Unit 15 represented by the Hawaii Government Employees Association for Fiscal Years 2022, 2023, 2024, and 2025.

Your Committee notes that Ocean Safety Officers are first line responders who must put themselves in the line of danger as a condition of their employment. Your Committee further notes that retaining such qualified personnel is important to the safety and wellbeing of the County and its citizens.

The Director of Personnel Services stated that Bargaining Unit 15 contains 65 employees who would see a one-time lump sum payment of 1 percent based on June 30, 2021, annual base salary effective July 1, 2021; a 3 percent across-the-board wage increase effective July 1, 2022; a 4 percent across-the-board wage increase effective July 1, 2023, and a 4 percent across-the-board wage increase effective July 1, 2024. The Director of Personnel Services also stated that the pay increases are a result of a binding decision determined by an arbitration panel, overseen by the Hawai'i Labor Relations Board, due to the inability of the employee representatives and the employer to reach an agreement on pay increases.

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Committee
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Your Committee agreed to amend the resolution to change the incorrect reference to Section 89-10, Hawaii Revised Statutes, to cite the correct reference of Section 89-11, Hawaii Revised Statutes, and to include that language within the resolution.

Your Committee also agreed to amend the resolution to include the date of July 22, 2022, the arbitration decision and award date.

Your Committee voted 9-0 to recommend adoption of Resolution 22-185, CD1. Committee Chair Rawlins-Fernandez, Vice-Chair Paltin, and members Johnson, Kama, King, Lee, Molina, Sinenci, and Sugimura voted "aye."

Your Budget, Finance, and Economic Development Committee RECOMMENDS Resolution 22-185, CD1, entitled "APPROVING COST ITEMS FOR BARGAINING UNIT 15, OCEAN SAFETY OFFICERS," be ADOPTED.

This report is submitted in accordance with Rule 8 of the Rules of the Council.



KEANI N.W. RAWLINS-FERNANDEZ, Chair

Resolution

No. 22-185, CD1

APPROVING COST ITEMS FOR BARGAINING UNIT 15, OCEAN SAFETY OFFICERS

WHEREAS, the Mayor, by correspondence dated July 28, 2022 to the Honorable Alice Lee, Chair, and Members of the Maui County Council, submitted cost items for Ocean Safety Officers included within Bargaining Unit 15, which is represented by the Hawaii Government Employees Association, pursuant to an arbitration decision and award dated July 22, 2022; and

WHEREAS, pursuant to Section 89-11, Hawaii Revised Statutes, the July 22, 2022 arbitration decision and award shall be final and binding upon the parties, all items requiring any moneys for implementation shall be subject to appropriation by the appropriate legislative body, and the employer shall submit all such items within ten days after the date on which the agreement is entered into; and

WHEREAS, a Summary of Cost Items is attached hereto and incorporated herein by reference as Exhibit "1"; now, therefore,

BE IT RESOLVED by the Council of the County of Maui:

1. That it does hereby approve of the cost items as specified in Exhibit "1"; and

2. That certified copies of this resolution be transmitted to the Mayor, the Director of Personnel Services, the Budget Director, and the Director of Finance.

APPROVED AS TO FORM AND LEGALITY



CHRISTIE M. TRENHOLME

Department of the Corporation Counsel

County of Maui

2022-1219

2022-08-02 Resolution BU15 Included

COUNTY OF MAUI
UNIT 15 (INCLUDED)
SUMMARY OF COST ITEMS
FY 2021-2022; FY 2022-2023; FY 2023-2024; FY2024-2025

1. Wages and Compensation Adjustments
Summary includes the following increases:

A. Effective July 1, 2021:

- 1) A one-time lump sum payment of one percent (1%) based on June 30, 2021 annual base salary.
- 2) Continuation of the step movement plan.

B. Effective July 1, 2022:

- 1) 3% across-the-board wage increase.
- 2) Continuation of the step movement plan.

C. Effective July 1, 2023:

- 1) 4% across-the-board wage increase.
- 2) Continuation of the step movement plan.

D. Effective July 1, 2024:

- 1) 4% across-the-board wage increase.
- 2) Continuation of the step movement plan.

Wage costs include fringe benefit costs representing expenses which automatically increase when base salaries increase (e.g., premium pay, overtime, Medicare, unemployment compensation, and leave benefits). All subsequent year costs include the roll-over cost from previous years.

Summary of BU 15 Cost Items

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Additional Cost	Additional Cost	Additional Cost	Additional Cost
<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
\$ 74,728	\$ 244,128	\$ 530,160	\$ 811,405

TOTAL ADDITIONAL COST:

FY 2022: \$ 74,728 FY 2023: \$ 244,128 FY 2024: \$ 530,160 FY 2025: \$ 811,405

Resolution No. 22-185, CD1

INTRODUCED BY:

A handwritten signature in black ink, appearing to read "Chris Lee", written over a horizontal line.

Upon the request of the Mayor.