

# Resolution

No. 25-111

## APPROVING COST ITEMS FOR BARGAINING UNIT 01, NON-SUPERVISORY, BLUE COLLAR EMPLOYEES

WHEREAS, the Mayor, by correspondence dated April 28, 2025 to the Honorable Alice L. Lee, Chair, and Members of the Maui County Council, submitted cost items for non-supervisory, blue-collar employees included within Bargaining Unit 01, which is represented by the United Public Workers; and

WHEREAS, pursuant to Section 89-10, Hawaii Revised Statutes, Council approval is required prior to payment of said cost items; 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



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CHRISTIE M. TRENHOLME  
Department of the Corporation Counsel  
County of Maui

2025-0689  
2025-04-25 Resolution BU01 Cost Items (FY26-29)

COUNTY OF MAUI  
UNIT 01 (INCLUDED)  
SUMMARY OF COST ITEMS  
FY 2025-26, FY 2026-27, FY 2027-28, FY 2028-29

**1. Salaries**

Summary includes the following increases:

*A. Effective July 1, 2025:*

3.5% across the board salary increase, including employees not assigned to the salary schedule.

*B. Effective July 1, 2026:*

3.79% across the board salary increase, including employees not assigned to the salary schedule.

*C. Effective July 1, 2027:*

4% across the board salary increase, including employees not assigned to the salary schedule.

*D. Effective July 1, 2028:*

4% across the board salary increase, including employees not assigned to the salary schedule.

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.

Additional Cost
<u>FY 2026</u>
\$ 1,962,127

Additional Cost
<u>FY 2027</u>
\$ 4,246,541

Additional Cost
<u>FY 2028</u>
\$ 6,646,329

Additional Cost
<u>FY 2029</u>
\$ 9,252,155

## 2. Hawaii Employer-Union Health Benefits Trust Fund

The following costs provides for the employer contribution equivalent to sixty percent (60%) of the premium rates established by the Hawai'i Employer-Union Health Benefits Trust Fund (EUTF) Board for the benchmark health benefit plan (HMSA 80/20 PPO plan) plus sixty percent (60%) of all administrative fees for the employees, provided that the dollar amount contributed by the Employer shall not exceed 90% of the total premium.

Additional Cost  
FY 2026  
\$ 506,176

Additional Cost  
FY 2027  
\$ 1,121,475

Additional Cost  
FY 2028\*  
\$ 1,121,475

Additional Cost  
FY 2029\*  
\$ 1,121,475

\*For FY 2028 and FY 2029 have not been negotiated at this time, as premium rate increases are unknown.

### TOTAL ADDITIONAL COST:

**FY 2026 \$ 2,468,303**

**FY 2027 \$5,368,016**

**FY 2028 \$7,767,804**

**FY 2029 \$10,373,630**