

ORDINANCE NO. _____

BILL NO. 49 (2025)

A BILL FOR AN ORDINANCE AMENDING SECTION 2.08.060, MAUI COUNTY CODE, ON SALARIES IN THE OFFICE OF COUNCIL SERVICES

BE IT ORDAINED BY THE PEOPLE OF THE COUNTY OF MAUI:

SECTION 1. Section 2.08.060, Maui County Code, is amended to read as follows:

“A. The following pay plan is established:

Pay Plan

[

Supervising legislative analyst	CR-7
Senior legislative analyst	CR-9
Legislative attorney	CR-6
Legislative analyst	CR-5
Communications specialist	CR-1
Hawaiian language communications specialist	CR-1
Supervising committee secretary	CR-4
Senior committee secretary	CR-2
Committee secretary	CR-3
Support supervisor	CR-8
Senior accountant	CR-11
Personnel specialist	CR-1
Council services technician	CR-1
Senior council services technician	CR-11
Accounts payable specialist	CR-1
Procurement specialist	CR-1
Project assignment specialist	CR-1
Council services assistant (full-time)	CR-10
Council services ambassador	CR-10
Council aide	CR-0
Council executive assistant	(variable)
Council services assistant (part-time)	(variable)

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<u>Council aide</u>	<u>CR-0</u>
<u>Communications specialist</u>	<u>CR-1</u>
<u>Hawaiian language communications specialist</u>	<u>CR-1</u>
<u>Project assignment specialist</u>	<u>CR-1</u>
<u>Support specialist</u>	<u>CR-1</u>
<u>Senior committee secretary</u>	<u>CR-2</u>
<u>Committee secretary</u>	<u>CR-3</u>
<u>Supervising committee secretary</u>	<u>CR-4</u>
<u>Legislative analyst</u>	<u>CR-5</u>
<u>Legislative attorney</u>	<u>CR-6</u>
<u>Supervising legislative analyst</u>	<u>CR-7</u>
<u>Support supervisor</u>	<u>CR-8</u>
<u>Senior legislative analyst</u>	<u>CR-9</u>
<u>Council services ambassador</u>	<u>CR-10</u>
<u>Council services assistant (full-time)</u>	<u>CR-10</u>
<u>Senior support specialist</u>	<u>CR-11</u>
<u>Council executive assistant</u>	<u>variable</u>
<u>Council services assistant (part-time)</u>	<u>variable</u>

B. The following pay ranges are established.

1. The annual salary for the director of council services and deputy director may be set by the council by resolution.

2. The salaries or other compensation of council executive assistants may be set by the council member directly supervising the position, subject to availability of funding.

3. The salaries or other compensation of council services assistants may be set by the director of council services, with approval of the council chair, but may not exceed 150 percent of the minimum wage.

4. During the term of appointment of any employee in the office of council services, the director of council services may adjust the salary of the position within the pay range step established by the council. The pay schedule for positions in the office of council services is as follows:

Pay Ranges

Annual Rates in Dollars

[Effective July 1, 2024]

Levels	CR-6
A	78,740
B	87,168
C	95,280

D	104,029
E	112,459
F	120,906
G	129,337
H	137,766
I	145,453
J	154,628

Levels	CR-0	CR-1	CR-2	CR-3	CR-4	CR-5	CR-7	CR-8	CR-9
A	52,889	58,220	57,233	52,404	61,921	70,830	92,525	66,954	76,608
B	55,008	60,550	59,508	54,476	64,347	73,663	97,384	69,632	79,674
C	57,233	62,971	61,921	56,657	66,930	76,608	102,241	72,417	82,861
D	59,508	65,491	64,347	58,951	69,606	79,674	107,101	75,314	86,175
E	61,921	68,110	66,930	61,293	72,390	82,861	111,958	78,327	89,584
F	64,347	70,817	69,606	63,779	75,313	86,175	116,817	81,440	93,213
G	66,930	73,670	72,390	66,278	78,283	89,583	121,676	84,721	96,957
H	69,606	76,600	75,313	68,938	81,451	93,213	126,534	88,090	100,827
I	72,390	79,674	78,283	71,693	83,665	96,957	131,393	91,625	104,841
J	75,313	82,861	81,451	74,563	87,012	100,827	136,250	95,289	109,036
K	78,283	86,175	83,665	77,573	90,491	104,841	142,803	99,101	113,397
L	81,451	89,622	87,012	80,631	92,301	109,035	145,660	103,066	117,933
M	83,079	91,415	88,752	82,243	94,148	111,214	148,573	105,127	120,292

N	84,741	93,243	90,527	83,887	96,029	113,439	151,545	107,229	122,697
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Levels	CR-10	CR-11
A	42,594	62,877
B	44,297	65,393
C	46,069	68,009
D	47,875	70,729
E	49,857	73,558
F	51,838	76,482
G	53,900	79,563
H	56,016	82,728
I	58,267	86,049
J	60,626	89,490
K	63,039	93,070
L	65,613	96,792
M	66,925	98,727
N	68,264	100,703

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Effective July 1, 2025

<u>Steps</u>	<u>CR-0</u>	<u>CR-1</u>	<u>CR-2</u>	<u>CR-3</u>	<u>CR-4</u>	<u>CR-5</u>	<u>CR-6</u>	<u>CR-7</u>	<u>CR-8</u>	<u>CR-9</u>	<u>CR-10</u>	<u>CR-11</u>
<u>A</u>	<u>68,756</u>	<u>75,686</u>	<u>74,403</u>	<u>68,125</u>	<u>80,497</u>	<u>92,079</u>	<u>122,315</u>	<u>120,283</u>	<u>87,040</u>	<u>99,590</u>	<u>55,372</u>	<u>81,740</u>
<u>B</u>	<u>71,510</u>	<u>78,715</u>	<u>77,360</u>	<u>70,819</u>	<u>83,651</u>	<u>95,762</u>	<u>130,122</u>	<u>126,599</u>	<u>90,522</u>	<u>103,576</u>	<u>57,586</u>	<u>85,011</u>
<u>C</u>	<u>74,403</u>	<u>81,862</u>	<u>80,497</u>	<u>73,654</u>	<u>87,009</u>	<u>99,590</u>	<u>138,428</u>	<u>132,913</u>	<u>94,142</u>	<u>107,719</u>	<u>59,890</u>	<u>88,412</u>
<u>D</u>	<u>77,360</u>	<u>85,138</u>	<u>83,651</u>	<u>76,636</u>	<u>90,488</u>	<u>103,576</u>	<u>147,263</u>	<u>139,231</u>	<u>97,908</u>	<u>112,028</u>	<u>62,238</u>	<u>91,948</u>
<u>E</u>	<u>80,497</u>	<u>88,543</u>	<u>87,009</u>	<u>79,681</u>	<u>94,107</u>	<u>107,719</u>	<u>156,663</u>	<u>145,545</u>	<u>101,825</u>	<u>116,459</u>	<u>64,814</u>	<u>95,625</u>
<u>F</u>	<u>83,651</u>	<u>92,062</u>	<u>90,488</u>	<u>82,913</u>	<u>97,907</u>	<u>112,028</u>	<u>166,663</u>	<u>151,862</u>	<u>105,872</u>	<u>121,177</u>	<u>67,389</u>	<u>99,427</u>
<u>G</u>	<u>87,009</u>	<u>95,771</u>	<u>94,107</u>	<u>86,161</u>	<u>101,768</u>	<u>116,458</u>	<u>177,301</u>	<u>158,179</u>	<u>110,137</u>	<u>126,044</u>	<u>70,070</u>	<u>103,432</u>
<u>H</u>	<u>90,488</u>	<u>99,580</u>	<u>97,907</u>	<u>89,619</u>	<u>105,886</u>	<u>121,177</u>	<u>188,618</u>	<u>164,494</u>	<u>114,517</u>	<u>131,075</u>	<u>72,821</u>	<u>107,546</u>
<u>I</u>	<u>94,107</u>	<u>103,576</u>	<u>101,768</u>	<u>93,201</u>	<u>108,765</u>	<u>126,044</u>	<u>200,658</u>	<u>170,811</u>	<u>119,113</u>	<u>136,293</u>	<u>75,747</u>	<u>111,864</u>
<u>J</u>	<u>97,907</u>	<u>107,719</u>	<u>105,886</u>	<u>96,932</u>	<u>113,116</u>	<u>131,075</u>	<u>213,466</u>	<u>177,125</u>	<u>123,876</u>	<u>141,747</u>	<u>78,814</u>	<u>116,337</u>
<u>K</u>	<u>101,768</u>	<u>112,028</u>	<u>108,765</u>	<u>100,845</u>	<u>117,638</u>	<u>136,293</u>	-	<u>185,644</u>	<u>128,831</u>	<u>147,416</u>	<u>81,951</u>	<u>120,991</u>
<u>L</u>	<u>105,886</u>	<u>116,509</u>	<u>113,116</u>	<u>104,820</u>	<u>119,991</u>	<u>141,746</u>	-	<u>189,358</u>	<u>133,986</u>	<u>153,313</u>	<u>85,297</u>	<u>125,830</u>
<u>M</u>	<u>110,122</u>	<u>121,169</u>	<u>117,640</u>	<u>109,013</u>	<u>124,791</u>	<u>147,415</u>	-	<u>196,932</u>	<u>139,346</u>	<u>159,445</u>	<u>88,709</u>	<u>130,863</u>
<u>N</u>	<u>114,526</u>	<u>126,016</u>	<u>122,346</u>	<u>113,373</u>	<u>129,783</u>	<u>153,312</u>	-	<u>204,809</u>	<u>144,920</u>	<u>165,823</u>	<u>92,258</u>	<u>136,098</u>

The director of council services may place any employee on administrative leave, with or without pay, as a result of disciplinary action or subject to an investigation or at the employee's request.

C. Whenever payment is made on the basis of monthly, weekly, hourly, or daily rate, the rate must be computed in the following manner: by dividing the annual rate by [twelve] 12 to find the monthly rate; by dividing the annual rate by [fifty-two] 52 to find the weekly rate; by dividing the weekly rate by [forty] 40 to find the hourly rate; and by multiplying the hourly rate by the number of daily hours of service required to find the daily rate.

D. The council may assign council services staff by appointment resolution to any step in the appropriate pay range. Except for legislative attorneys, council services staff assigned to a step by appointment resolution will move to the next step in the appropriate pay range on the annual anniversary date of their appointment[,] if, after consultation with the councilmembers, a satisfactory annual performance review has been issued by the director of council services. After reaching the highest step in subsection B, council services staff will receive a [2] three percent salary increase on the next anniversary date of the [staffs] staff's appointment and may be appointed with that salary for the next term. The council may suspend any of this subsection's provisions by resolution. The pay of each council executive assistant must be set by the council member supervising the position. The pay of each council aide must be set by the council chair, within the range established by this section. Compensation must not exceed appropriations and is subject to the general authority of the council chair, as chief administrative officer of the legislative branch, to adopt appropriate personnel policies (including policies regarding employee benefits, personnel leaves, and furloughs) unless otherwise required by the council."

SECTION 2. Material to be repealed is bracketed. New material is underscored. In printing this bill, the County Clerk need not include the brackets, the bracketed material, or the underscoring.

SECTION 3. This Ordinance takes effect on July 1, 2025.

APPROVED AS TO FORM AND LEGALITY:

A handwritten signature in black ink, appearing to read "Kristina C. Toshikiyo", written over a horizontal line.

KRISTINA C. TOSHIKIYO

Department of the Corporation Counsel
County of Maui

paf:mkm:25-093c

INTRODUCED BY:

A handwritten signature in cursive script, appearing to read "Alice L. Lee", is written over a horizontal line.

ALICE L. LEE