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Deputy Director of Council Services
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COUNTY COUNCIL
COUNTY OF MAUI
200 S. HIGH STREET
WAILUKU, MAUI, HAWAII 96793
www.MauiCounty.us

April 5, 2025

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

Dear Ms. Razo-Porter:

SUBJECT: **FISCAL YEAR 2026 BUDGET** (BFED-1) (PS-05)

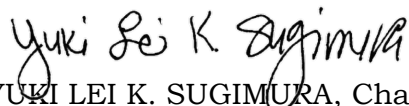
At its meeting of April 2, 2025, the Budget, Finance, and Economic Development Committee discussed increasing salaries for non-civil service positions.

Summer PALS positions are non-civil service and do not have union representation. In the FY 2023 Budget, the Council approved increasing Summer PALS' salaries. If the Council was able to increase salaries for these positions, can the Council set salaries for other non-civil service positions? Please explain. Further, how does this action impact civil service positions? (TP) (YLS)

May I further request you transmit your response to bfed.committee@mauicounty.us by **April 11, 2025**. To ensure efficient processing, please include BFED-1 in the subject line.

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
Development Committee

Economic

bfed:2026bgt:250404aps01:jpp
cc: Mayor Richard T. Bissen, Jr.
Budget Director
Deputy Director of Personnel Services
Deputy Corporation Counsel Kristina C. Toshikiyo

BFED Committee

From: BFED Committee
Sent: Saturday, April 5, 2025 1:57 PM
To: Cynthia.Razo@co.maui.hi.us
Cc: BFED Committee; 'Michelle Santos'; 'Zeke Kalua'; Lesley Milner;
kristina.cabbat@co.maui.hi.us; tiare.p.horner@co.maui.hi.us; Janina Agapay;
kainea.aiwohi@co.maui.hi.us; Andrea.M.Rock-mendes@co.maui.hi.us;
Kristina.C.Toshikiyo@co.maui.hi.us
Subject: FISCAL YEAR 2026 BUDGET (BFED-1) (PS-05); reply by 4/11/25
Attachments: (PS-5) Correspondence to Personnel Services 04-05-2025.pdf

RICHARD T. BISSEN, JR.
Mayor

CYNTHIA M. RAZO-PORTER
Director

KAINEA K.G. AIWOHI-ALO
Deputy Director



DEPARTMENT OF PERSONNEL SERVICES
COUNTY OF MAUI
200 SOUTH HIGH STREET
WAILUKU, MAUI, HAWAII 96793
PHONE (808) 270-7850 * FAX (808) 270-7969

Website: www.mauicounty.gov/departments/Personnel • Email: personnel.services@mauicounty.gov

April 11th, 2025

Ms. Lesley Milner
Budget Director, County of Maui
200 South High Street
Wailuku, HI 96793

Honorable Richard T. Bissen, Jr.
Mayor, County of Maui
200 South High Street
Wailuku, Hawaii 96793

APPROVED FOR TRANSMITTAL

Richard T. Bissen, Jr. 4-11-25

Mayor Date

For Transmittal to:
Honorable Yuki Lei Sugimura
Chair, Budget, Finance and Economic Development Committee
200 South High Street
Wailuku, Hawaii 96793

Dear Chair Sugimura:

SUBJECT: FISCAL YEAR 2026 BUDGET (BFED-1) (PS-05)

We are in receipt of your communication (BFED-1) (PS-05), which requests a response to a question. Please find our responses below.

Question 1. Summer PALS positions are non-civil service and do not have union representation. In the FY 2023 Budget, the Council approved increasing Summer PALS' salaries. If the Council was able to increase salaries for these positions, can the Council set salaries for other non-civil service positions? Please explain. Further, how does this action impact civil service positions? (TP)(YLS)

The County Council appropriates funds for salaries and authorizes position counts (E/P) to departmental programs. Disbursement of these funds is limited to the total number of E/Ps and the salary amounts specified in each program's appropriation.

Honorable Chair Sugimura
April 11th, 2025
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For non-civil service positions, while the Council may increase the allocation of funding for salaries, departments have the discretion to set salaries, provided they remain within the approved E/P count and salary appropriations within the program. This also applies to federally funded positions.

Compensation for civil service positions—both included and excluded—is determined by applicable collective bargaining agreements.

It is important to note that non-civil service positions—such as casual or seasonal employees—may receive higher hourly rates and are typically not eligible for benefits, as they often work fewer hours or only part of the year. Additionally, while some non-civil service employees may work full-time and receive benefits, their positions are at-will and do not carry civil service protections or union representation.

Thank you for the opportunity to assist the Budget, Finance, and Economic Development Committee. Please feel free to reach out if there are additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Cynthia M. Razo-Porter". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

CYNTHIA M. RAZO-PORTER
Director of Personnel Services

CMR

BFED Committee

From: Janina E. Agapay <Janina.E.Agapay@co.maui.hi.us>
Sent: Friday, April 11, 2025 3:46 PM
To: BFED Committee
Cc: Lesley J. Milner; Cynthia M. Razo-Porter; Kainea K. Aiwohi-Alo; Andrea M. Rock-Mendes
Subject: (BFED-1)(PS-05)
Attachments: (BFED-1)(PS-05).pdf

Hello,

Please see attached correspondence (BFED-1)(PS-05).

Thank you,

Janina Agapay

County of Maui | Budget Office

Phone: (808) 270-7836

Email: Janina.E.Agapay@co.maui.hi.us