

Resolution

No. 25-188

APPROVING COST ITEMS FOR EMPLOYEES
EXCLUDED FROM BARGAINING UNIT 12, POLICE OFFICERS
FOR FISCAL YEARS 2026, 2027, 2028, and 2029

WHEREAS, the Mayor, by correspondence dated October 3, 2025, to the Honorable Alice Lee, Chair, and Members of the Maui County Council, submitted cost items for Police Officers excluded from Bargaining Unit 12, which is represented by the State of Hawaii Organization of Police Officers; and

WHEREAS, pursuant to Section 89C-5, Hawaii Revised Statutes, and the September 24, 2025, arbitration decision regarding Bargaining Unit 12 employees, all items requiring any moneys for implementation shall be subject to appropriation by the appropriate legislative body; 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
2025-1670
2025-10-02 Resolution BU12 Excluded.doc

INTRODUCED BY:

A handwritten signature in cursive script, appearing to read "Peter Lee", is written above a horizontal line.

Upon the request of the Mayor.

COUNTY OF MAUI
UNIT 12 (EXCLUDED)
SUMMARY OF COST ITEMS
FY 2025-26, FY 2026-27, FY 2027-28, FY 2028-29

1. Salaries

Summary includes the following increases:

A. Fiscal Year 2026

1) Effective July 1, 2025:

- a) Across the board increase of 5%; and
- b) Service step movements: All employees who complete the cumulative years of service required for the next higher step in the pay range as provided in the pertinent compensation adjustment provisions shall receive catch-up step movements or service step movements on their police service anniversary date not to exceed one step per year.

B. Fiscal Year 2027

1) Effective July 1, 2026:

- a) Across the board increase of 5.0%; and
- b) Service step movements: All employees who complete the cumulative years of service required for the next higher step in the pay range as provided in the pertinent compensation adjustment provisions shall receive catch-up step movements or service step movements on their police service anniversary date not to exceed one step per year; and
- c) Employees on salary ranges from PO-07 to PO-15 shall receive a one-time lump sum retention payment of one thousand eight hundred dollars (\$1,800).

C. Fiscal Year 2028

1) Effective July 1, 2027:

- a) Across the board increase of 5.0%; and
- b) Service step movements: All employees who complete the cumulative years of service required for the next higher step in the pay range as provided in the pertinent compensation adjustment provisions shall receive catch-up step movements or service step movements on their police service anniversary date not to exceed one step per year.

D. Fiscal Year 2029

1) *Effective July 1, 2028:*

- a) Across the board increase of 5.0%; and
- b) Service step movements: All employees who complete the cumulative years of service required for the next higher step in the pay range as provided in the pertinent compensation adjustment provisions shall receive catch-up step movements or service step movements on their police service anniversary date not to exceed one step per year.

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 FY 2026 \$ 140,691	Additional Cost FY 2027 \$ 311,555
Additional Cost FY 2028 \$ 509,672	Additional Cost FY 2029 \$ 710,618

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.

For FY 2026 and FY 2027, costs have been incorporated in the Bargaining Unit 12 Included figures.

FY 2028 and FY 2029 have not been negotiated at this time, thus premium rate increases are unknown.

TOTAL ADDITIONAL COST:

FY 2026 <u>\$ 140,691</u>	FY 2027 <u>\$ 311,555</u>
FY 2028 <u>\$ 509,672</u>	FY 2029 <u>\$ 710,618</u>