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Director of Council Services
David M. Raatz, Jr., Esq.

Deputy Director of Council Services
Richelle K. Kawasaki, Esq.

COUNTY COUNCIL
COUNTY OF MAUI
200 S. HIGH STREET
WAILUKU, MAUI, HAWAII 96793
www.MauiCounty.us

April 8, 2025

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

Dear Ms. Razo-Porter:

SUBJECT: **FISCAL YEAR 2026 BUDGET** (BFED-1) (PS-06)

May I please request your response to the following:

1. Please explain how supplemental agreements impact the collective bargaining process. Which classifications are eligible for the shortage category and how does a classification qualify for shortage designation? (YLS)
2. Please provide a list of all classifications with shortage differentials, supplemental agreements or compensation, retention pay, and other related compensation provisions. (YLS)

May I further request you transmit your response to bfed.committee@mauicounty.us by **April 15, 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,

A handwritten signature in black ink that reads "Yuki Lei K. Sugimura".

YUKI LEI K. SUGIMURA, Chair
Budget, Finance, and
Development Committee

Economic

bfed:2026bgt:250407aps01:jpp
cc: Mayor Richard T. Bissen, Jr.
Budget Director
Deputy Director of Personnel Services

BFED Committee

From: BFED Committee
Sent: Wednesday, April 9, 2025 9:36 AM
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
Subject: FISCAL YEAR 2026 BUDGET (BFED-1) (PS-06)
Attachments: (PS-06) Correspondence to Personnel Services 04-08-2025.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 15th, 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

 4-15-25
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-06)

We are in receipt of your communication (BFED-1) (PS-06), which requests answers to a few questions. Please find our responses below.

Question 1. Please explain how supplemental agreements impact the collective bargaining process. Which classifications are eligible for the shortage category, and how does a classification qualify for shortage designation? (YLS)

Each employer may independently negotiate a supplemental agreement that applies to its respective employees, provided that any supplemental agreement reached between the employer and the union shall not extend beyond the term of the applicable master collective bargaining agreement and shall not require ratification by employees in the bargaining unit, per HRS 89-6 (e).

Honorable Chair Sugimura
April 15th, 2025
Page 2

Classes that are difficult to fill at the entry rate are eligible for hiring above the minimum step on the salary range. As referenced in a previous response, the recruitment above the minimum procedures is utilized to determine appropriate hiring rates above the minimum step. Shortage differential assignments were replaced by the recruitment above the minimum procedures

Question 2. Please provide a list of all classifications with shortage differentials, supplemental agreements or compensation, retention pay, and other related compensation provisions. (YLS)

Shortage differential classifications – none

Supplemental Agreements to implement a separate salary schedule to aid in the recruitment and retention of Engineers.

Retention Pay

Emergency Services Dispatch Coordinator	\$1000/per month
Supervising Emergency Services Dispatcher	\$1000/per month
Emergency Services Dispatcher II	\$1000/per month
Water Treatment Plant Operator I – IV	\$400/per month
Asst Water Treatment Plant Ops/Maint Supervisor	\$400/per month

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,



CYNTHIA M. RAZO-PORTER
Director of Personnel Services

BFED Committee

From: Janina E. Agapay <Janina.E.Agapay@co.maui.hi.us>
Sent: Tuesday, April 15, 2025 3:58 PM
To: BFED Committee
Cc: Lesley J. Milner; Cynthia M. Razo-Porter; Kainea K. Aiwohi-Alo; Andrea M. Rock-Mendes
Subject: (BFED-1)(PS-06)
Attachments: (BFED-1)(PS-06).pdf

Hello,

Please see attached correspondence (BFED-1)(PS-06).

Thank you,

Janina Agapay

County of Maui | Budget Office

Phone: (808) 270-7836

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