

ALAN M. ARAKAWA  
Mayor



DAVID J. UNDERWOOD  
Director

RECEIVED

CYNTHIA M. RAZO-PORTER  
Deputy Director

2018 JAN 30 AM 7:54

COUNTY OF MAUI

OFFICE OF THE MAYOR

**DEPARTMENT OF PERSONNEL SERVICES**

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January 30, 2018

Honorable Alan M. Arakawa  
Mayor, County of Maui  
200 South High Street  
Wailuku, Hawaii 96793

For Transmittal to:

Honorable Riki Hokama  
Chair, Budget and Finance Committee  
Maui County Council  
200 South High Street  
Wailuku, Hawaii 96793

APPROVED FOR TRANSMITTAL

  
\_\_\_\_\_  
Mayor

1/30/18  
\_\_\_\_\_  
Date

Dear Chair Hokama:

**SUBJECT: CONTRACT NEGOTIATIONS AND COST ITEM PROPOSALS  
(COST ITEM PROPOSALS) (BARGAINING UNIT 12, STATE OF  
HAWAII ORGANIZATION OF POLICE OFFICERS) (BF-6(2))**

We are in receipt of your communication (BF-6(2)), which requests:

*"May I request you explain how the lump sum payments were calculated and provide the percentage each step represents in relation to the respective salary range for Fiscal Years 2019 and 2020."*

The lump sum payments provided in fiscal years 2019 and 2020 range from \$1,800 for those on Step A of the salary schedule to \$2000 for those on Step L5. As the arbitration panel gave no indication as to the method or calculation it used to arrive at these figures, we are unable to provide that information.

The percentage that each sum represents in relation to the respective salary range for fiscal years 2019 and 2020 varies by salary range and step, and by fiscal year. We have included a table for each fiscal year below. For brevity's sake, we have only included the salary ranges to which there are employees actually assigned.

Honorable Riki Hokama  
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	FY 2019								
	A	B	C	D	L1	L2	L3	L4	L5
<b>PO-07</b>	2.69%	2.62%	2.56%	2.49%	2.33%	2.26%	2.20%	2.14%	2.08%
<b>PO-09</b>	2.49%	2.42%	2.36%	2.29%	2.23%	2.18%	2.11%	2.05%	1.99%
<b>PO-11</b>	2.30%	2.23%	2.18%	2.12%	2.06%	2.00%	1.94%	1.88%	1.83%
<b>PO-13</b>	2.12%	2.06%	2.00%	1.95%	1.89%	1.84%	1.78%	1.73%	1.68%

	FY 2020								
	A	B	C	D	L1	L2	L3	L4	L5
<b>PO-07</b>	2.64%	2.57%	2.51%	2.44%	2.28%	2.22%	2.16%	2.10%	2.04%
<b>PO-09</b>	2.44%	2.38%	2.31%	2.25%	2.19%	2.13%	2.07%	2.01%	1.95%
<b>PO-11</b>	2.25%	2.19%	2.13%	2.08%	2.02%	1.96%	1.90%	1.85%	1.79%
<b>PO-13</b>	2.07%	2.02%	1.96%	1.91%	1.85%	1.80%	1.75%	1.70%	1.64%

I hope this addresses your request. If you have any questions, please feel free to contact me at extension 7850.

Sincerely,



DAVID UNDERWOOD  
Director of Personnel Services

DU  
Attachment