

Resolution

No. 22-115

APPROVING COST ITEMS FOR NON-SUPERVISORY WHITE-COLLAR EMPLOYEES EXCLUDED FROM BARGAINING UNIT 3, SUPERVISORY WHITE-COLLAR EMPLOYEES EXCLUDED FROM BARGAINING UNIT 4, AND PROFESSIONAL AND SCIENTIFIC EMPLOYEES EXCLUDED FROM BARGAINING UNIT 13

WHEREAS, the Mayor, by correspondence dated April 28, 2022 to the Honorable Alice Lee, Chair, and Members of the Maui County Council, submitted cost items for Non-Supervisory White-Collar Employees excluded From Bargaining Unit 3, Supervisory White-Collar Employees excluded from Bargaining Unit 4, and Professional and Scientific Employees excluded from Bargaining Unit 13, pursuant to Section 89C-5, Hawaii Revised Statutes; and

WHEREAS, pursuant to Chapter 89C, Hawaii Revised Statutes, Council approval is required prior to payment of said cost items; and

WHEREAS, a Summary of Cost Items is attached hereto and incorporated herein by reference as Exhibit "1-3"; 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 "1-3"; 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

2022-0597

2022-04-25 Resolution BU3, 4, 13 Excluded.doc

Resolution No. 22-115

INTRODUCED BY:

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

Upon the request of the Mayor.

COUNTY OF MAUI
UNIT 03 (EXCLUDED)
SUMMARY OF COST ITEMS
FY 2021-2022, FY 2022-2023, FY 2023-2024, FY 2024-2025

1. Salaries

Summary includes the following increases:

A. Effective July 1, 2021:

- 1) \$1,000 one-time lump-sum payment for all employees who were employed in BU 03 as of June 30, 2021 and continue to be employed as of July 1, 2021. Employees who are less than full-time will receive a lump sum amount that is prorated by their FTE, e.g., Employee whose FTE is 50% will get \$500 ($\$1,000 \times .50 = \500).

B. Effective October 1, 2022:

- 1) 3.72% across-the-board increase, including employees not administratively assigned to the salary schedule.

C. Effective July 1, 2023:

- 1) 5% across-the-board increase, including employees not administratively assigned to the salary schedule.

D. Effective July 1, 2024:

- 1) 5% across-the-board increase, including employees not administratively assigned to the salary schedule.

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
<u>FY 2022</u>
\$ 82,809

Additional Cost
<u>FY 2023</u>
\$ 129,768

Additional Cost
FY 2024
\$ 426,999

Additional Cost
FY 2025
\$ 694,043

TOTAL ADDITIONAL COST:

FY 2022 \$ 82,809

FY 2023 \$ 129,768

FY 2024 \$ 426,999

FY 2025 \$ 694,043

COUNTY OF MAUI
UNIT 04 (EXCLUDED)
SUMMARY OF COST ITEMS
FY 2021-2022, FY 2022-2023, FY 2023-2024, FY 2024-2025

1. Salaries

Summary includes the following increases:

A. Effective July 1, 2021:

- 1) 1% lump-sum payment based on June 30, 2021 annual base pay for all employees who were employed in BU 4 as of June 30, 2021 and continue to be employed as of July 1, 2021.

B. Effective July 1, 2022:

- 1) 3.72% across-the-board increase, including employees not administratively assigned to the salary schedule.

C. Effective July 1, 2023:

- 1) 4.96% across-the-board increase, including employees not administratively assigned to the salary schedule.

D. Effective July 1, 2024:

- 1) 5% across-the-board increase, including employees not administratively assigned to the salary schedule.

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
<u>FY 2022</u>
\$ 4,738

Additional Cost
<u>FY 2023</u>
\$ 20,792

Additional Cost
FY 2024
\$ 63,421

Additional Cost
FY 2025
\$ 103,231

TOTAL ADDITIONAL COST:

FY 2022 \$ 4,738

FY 2023 \$ 20,792

FY 2024 \$ 63,421

FY 2025 \$ 103,231

COUNTY OF MAUI
UNIT 13 (EXCLUDED)
SUMMARY OF COST ITEMS
FY 2021-2022, FY 2022-2023, FY 2023-2024, FY 2024-2025

1. Salaries

Summary includes the following increases:

A. Effective July 1, 2021:

- 1) 2% one-time lump-sum payment based on June 30, 2021 annual base pay for employees who were employed in BU 13 on Step M or employees not administratively assigned to the salary schedule as of June 30, 2021 and continue to be employed as of July 1, 2021.

B. Effective July 1, 2022:

- 1) Employees eligible for step movements during the period July 1, 2021 to June 30, 2022 in accordance with Paragraph P. of Article 14, Compensation Adjustment, shall receive their step movement effective July 1, 2022.
- 2) During the period July 1, 2022 to June 30, 2023, continuation of step movements according to Paragraph P. of Article 14, Compensation Adjustment.
- 3) 2% pay increase for all employees including employees not administratively assigned to the salary schedule.

C. Effective July 1, 2023:

- 1) During the period July 1, 2023 to June 30, 2024, continuation of step movements according to Paragraph P. of Article 14, Compensation Adjustment.
- 2) Employees on Step C move to Step D, delete Step C.
- 3) 4% pay increase for all employees including employees not administratively assigned to the salary schedule.

D. Effective July 1, 2024:

- 1) During the period July 1, 2024 to June 30, 2025, continuation of step movements according to Paragraph P. of Article 14, Compensation Adjustment.

- 2) 3.59% pay increase for all employees including employees not administratively assigned to the salary schedule.

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 2022
\$ 156,171

Additional Cost
FY 2023
\$ 435,091

Additional Cost
FY 2024
\$ 1,117,933

Additional Cost
FY 2025
\$ 1,771,518

TOTAL ADDITIONAL COST:

FY 2022 \$ 156,171

FY 2023 \$ 435,091

FY 2024 \$ 1,117,933

FY 2025 \$ 1,771,518