

ALAN M. ARAKAWA  
Mayor



DAVID J. UNDERWOOD  
Director

CYNTHIA M. RAZO-PORTER  
Deputy Director

COUNTY OF MAUI  
DEPARTMENT OF PERSONNEL SERVICES

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April 16, 2018

Mr. Sananda K. Baz  
Budget Director, County of Maui  
200 South High Street  
Wailuku, Hawaii 96793

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

APPROVED FOR TRANSMITTAL

\_\_\_\_\_  
Mayor Date 4/16/18

OFFICE OF THE  
COUNTY COUNCIL

2018 APR 16 PM 4:13

RECEIVED

For Transmittal to:

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

Dear Chair Hokama:

**SUBJECT: REQUESTS/QUESTIONS FROM THE APRIL 5, 2018 MEETING (PS-4)(BF-1)**

We are in receipt of your communication (PS-4) (BF-1), which requests responses to questions raised at the April 5, 2018, Budget and Finance Committee meeting. Please find our responses below.

*Request: "Provide a list of all bargaining units in contract with the County. Include the classification of employees covered by each contract and contract expiration dates."*

Bargaining Unit	Contract period
BU 01 Blue collar employees	July 1, 2017 – June 30, 2021
BU 02 Blue collar supervisors	July 1, 2017 – June 30, 2019
BU 03 White collar employees	July 1, 2017 – June 30, 2019
BU 04 White collar supervisors	July 1, 2017 – June 30, 2019
BU 11 Firefighters	July 1, 2017 – June 30, 2019
BU 12 Police Officers	July 1, 2017 – June 30, 2021
BU 13 Professional and scientific employees	July 1, 2017 – June 30, 2019
BU 14 Ocean Safety Officers	July 1, 2015 – June 30, 2017*

Honorable Riki Hokama  
April 16, 2018  
Page 2

*\*BU 14 Contract for July 1, 2017 – June 30, 2019 is pending approval of cost items*

*Request: "Provide cost items related to the results of the arbitration hearing for Hawaii Government Employees Association (HGEA) Bargaining Unit 14 employees."*

The final arbitration decision for Bargaining Unit 14 was issued on April 6, 2018. The costing information is being finalized and will be provided shortly under separate cover.

*Request: "One of the key activity goals of the Department is to minimize the number of formal grievances in the County. Provide a report showing the number of grievances filed by department. Include the status of each grievance and the settlement amount, if any, for FY 2016, FY 2017, and FY 2018, to date."*

The information requested is attached. Please be advised that we do not possess information regarding settlement amounts, as we do not execute monetary settlements as part of the grievance process. Grievances are typically settled by a reduction in discipline, reversal/modification of a management decision, etc.

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  
Attachments

**County of Maui**  
**FY 2016 – Total Grievances Filed By Department and Alleged CBA Violations**

<u>Alleged CBA Violation</u>	<u>Finance</u>	<u>Parks &amp; Recreation</u>	<u>Police</u>	<u>Public Works</u>	<u>Total By CBA Violation</u>
<b>Discipline</b>	1-Settled	1-Settled	5 - See below*		7
<b>Promotion</b>			1-Denied		1
<b>Termination</b>			1-Denied	1-Denied	2
<b>Work Assignments</b>		2- Settled			2
<b>Total By Department</b>	1	3	7	1	12

\*5 Grievances

1 – Per arbitration decision - one day suspension reduced to written reprimand

2 – Withdrawn

1 – Settled

1 – Pending Arbitration (hearing scheduled for May 2018)

**County of Maui**  
**FY 2017 – Total Grievances Filed By Department and Alleged CBA Violations**

<u><b>Alleged CBA Violation</b></u>	<u><b>Finance</b></u>	<u><b>Parks &amp; Recreation</b></u>	<u><b>Planning</b></u>	<u><b>Police</b></u>	<u><b>Prosecuting Attorney</b></u>	<u><b>Water</b></u>	<u><b>Total By CBA Violation</b></u>
<b>Call Out</b>						1-Settled	1
<b>Discipline</b>	2 - Settled	1-Settled 1-Withdrawn	1-Withdrawn			1-Settled	6
<b>Termination</b>		1-Settled		1-Settled			2
<b>Transfer</b>		1-Withdrawn		1-Withdrawn	1-Settled		3
<b>Total By Department</b>	2	4	1	2	1	2	12

**County of Maui**  
**FY 2018 – Total Grievances Filed By Alleged Violations and Department**  
**As of April 10, 2018**

<u>Alleged CBA Violation</u>	<u>Finance</u>	<u>Liquor Control</u>	<u>Parks &amp; Recreation</u>	<u>Police</u>	<u>Prosecuting Attorney</u>	<b>Total By CBA Violations</b>
<b>Discipline</b>			2 - Settled	6 - See below*		8
<b>Promotions</b>		1- Denied				1
<b>Termination</b>					1-Pending arbitration	1
<b>Consultation</b>	1-Denied	1- Sustained 1- Denied				3
<b>Total By Department</b>	1	3	2	6	1	13

\*6 Grievances

2 - Withdrawn

1 - Pending arbitration hearing

3 - Pending grievance hearings