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Vice-Chair  
Yuki Lei K. Sugimura

Presiding Officer Pro Tempore  
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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](http://www.MauiCounty.us)

April 9, 2025

Ms. Lesley Milner, Budget Director  
Office of the Mayor  
County of Maui  
Wailuku, Hawaii 96793

Dear Ms. Milner:

SUBJECT: **FISCAL YEAR 2026 BUDGET** (BFED-1) (BD-14)

May I please request your response to the following:

1. Please provide updated redacted and unredacted copies of the Maui County Emergency Management Program salaries (pages 6-3 to 6-5, Budget Details). For the unredacted copies, please provide them directly to the Councilmembers. (TP)
2. Both the Departments of Environmental Management and Water Supply have proposed rate increases for FY 2026. Have the increases been applied throughout the FY 2026 Budget? Please explain why or why not.
  - a. If other proposed rate increases will impact County operations, please explain the impact and to which departments. (YLS)
3. Were rate increases anticipated for non-government utility costs in FY 2026? If yes, please list the utility and rate applied in the FY 2026 Budget, including the programs, by department, impacted by the increase.
  - a. If non-government utility rate increases were not anticipated, please explain why. (YLS)

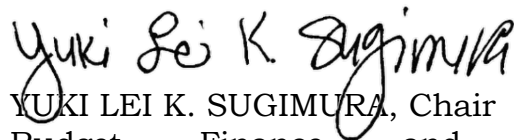
Ms. Lesley Milner  
April 9, 2025  
Page 2

May I further request that you transmit your response to [bfed.committee@mauicounty.us](mailto:bfed.committee@mauicounty.us) by **April 15, 2025**, to enable the Committee to comprehensively review the FY 2026 Budget.

To ensure efficient processing, please duplicate the coding in the subject line above for easy reference.

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". The signature is written in a cursive, flowing style.

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

bfed:2026bgt:250408abd01:clm

cc: Mayor Richard T. Bissen, Jr.

## BFED Committee

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**From:** BFED Committee  
**Sent:** Thursday, April 10, 2025 9:56 AM  
**To:** Lesley Milner  
**Cc:** BFED Committee; 'Michelle Santos'; 'Zeke Kalua'; kristina.cabbat@co.maui.hi.us; tiare.p.horner@co.maui.hi.us; Janina E. Agapay  
**Subject:** FISCAL YEAR 2026 BUDGET (BFED-1) (BD-14); reply 4/15/2025  
**Attachments:** (BD-14) Correspondence to Budget Director 04-09-2025.pdf

**RICHARD T. BISSEN, JR.**  
Mayor

**JOSIAH NISHITA**  
Managing Director



**OFFICE OF THE MAYOR**  
COUNTY OF MAUI  
200 SOUTH HIGH STREET  
WAILUKU, MAUI, HAWAII 96793  
[www.mauicounty.gov](http://www.mauicounty.gov)

April 15, 2025

Honorable Richard T. Bissen, Jr.  
Mayor, County of Maui  
200 South High Street  
Wailuku, Hawaii 96793

**APPROVED FOR TRANSMITTAL**

*Richard T. Bissen* 4-15-25  
Mayor Date

For Transmittal to:

Honorable Yuki Lei K. Sugimura, Chair  
and Members of the Budget, Finance, and Economic Development Committee  
200 South High Street  
Wailuku, Hawaii 96793

Dear Chair Sugimura:

**SUBJECT: FISCAL YEAR ("FY") 2026 BUDGET** (BFED-1) (BD-14)

Pursuant to your correspondence dated April 10, 2025, below are the responses to the following:

1. Please provide updated redacted and unredacted copies of the Maui County Emergency Management Program salaries (pages 6-3 to 6-5, Budget Details). For the unredacted copies, please provide them directly to the Councilmembers.

*Response: Please see attached for the unredacted salaries. The redacted salaries will be hand delivered to the Office of Council Services.*

2. Both the Departments of Environmental Management and Water Supply have proposed rate increases for FY 2026. Have the increases been applied throughout the FY 2026 Budget? Please explain why or why not.
  - a. If other proposed rate increases will impact County operations, please explain the impact and to which departments.

*Response: The increases have not been applied throughout the budget. These increases are still pending Council approval. Any overages due to approved increases are anticipated to be covered by other B budget areas and a budget amendment will be requested if additional funds are needed.*

Yuki Lei K. Sugimura, Chair

April 15, 2025

Page 2

3. Were rate increases anticipated for non-government utility costs in FY 2026? If yes, please list the utility and rate applied in the FY 2026 Budget, including the programs, by department, impacted by the increase.
  - a. If non-government utility rate increases were not anticipated, please explain why.

*Response: Non-government utility rate increases were not included in the FY 2026 Budget unless an increase was requested by the Department based on their recent actual expenses. The Departments review their prior year costs and determine if there is a need to include an adjustment to utility costs for the coming fiscal year. As we are a program based budget, if there is an overage the Department is able to cover that cost if there are savings elsewhere in their B budget. If they are not able to cover an overage, a budget amendment will be requested.*

Should you have any questions, please contact me at ext. 8239.

Sincerely,



LESLEY MILNER  
Budget Director

Attachment



## LIMITED DISTRIBUTION

COUNTY OF MAUI  
FY 2026 MAYORS PROPOSED BUDGET  
EXPLANATION OF CHANGES TO REGULAR WAGES AND POSITION DETAIL

Department EMERGENCY MANAGEMENT AGENCY  
Program EMERGENCY MANAGEMENT PROGRAM

Fund  
Sub-Fund

GENERAL FUND  
GENERAL FUND

FY 2025 COUNCIL ADOPTED BUDGET							FY 2026 MAYORS PROPOSED BUDGET								EXPLANATION OF CHANGES
Index Code	Workday Position No.	Position Title	SR/Step	BU	FY 2025 Amount	FY 2025 E/P	Workday Position No.	Position Title	SR/Step	BU	(+/-) OVER FY 2025 Adopted Amount	FY 2026 Amount	(+/-) OVER FY 2025 Adopted E/P	FY 2026 E/P	
912014A - EMERGENCY MGT AGENCY ADMIN							912014A - EMERGENCY MGT AGENCY ADMIN								
912014A	P-00572	Public Affairs Officer		13		1.0	P-00572	Public Affairs Officer		13	\$23,672		0.0	1.0	Expansion position in FY 2025, increase to full year salary.
912014A	P-00573	Training Officer		13		1.0	P-00573	Training Officer		13	\$0		0.0	1.0	Expansion position in FY 2025.
912014A	P-00577	CD Staff Specialist III		13		1.0	P-31598	Molokai Community Specialist		13	\$33,948		0.0	1.0	Expansion position in FY 2025, increase to full year salary. Proposed position reallocation.
912014A	P-00578	CD Staff Specialist III		13		1.0	P-33620	Lanai Community Specialist		13	\$33,948		0.0	1.0	Expansion position in FY 2025, increase to full year salary. Proposed position reallocation.
912014A	P-00579	CD Staff Specialist III		13		1.0	P-33619	Hana Community Specialist		13	\$33,948		0.0	1.0	Expansion position in FY 2025, increase to full year salary. Proposed position reallocation.
912014A	P-00594	Personnel Assistant II		3	\$0	1.0	P-28985	Secretary II		3			0.0	1.0	Expansion position in FY 2025, E/P only. Requesting 12 months funding. Proposed position reallocation.
912014A	P-00595	Community Outreach Specialist			\$0	1.0	P-33970	Community Outreach Specialist		13			0.0	1.0	Expansion position in FY 2025, E/P only. Requesting 12 months funding.
912014A	P-00596	Info and Education Specialist			\$0	1.0	P-33971	Info and Education Specialist		13			0.0	1.0	Expansion position in FY 2025, E/P only. Requesting 12 months funding.
912014A	P-00597	Resiliency Branch Chief			\$0	1.0	P-00597	Finance Coord Section Chief		13			0.0	1.0	Expansion position in FY 2025, E/P only. Requesting 12 months funding. Proposed position reallocation.
912014A	P-00598	GIS Analyst			\$0	1.0	P-33999	GIS Analyst		13			0.0	1.0	Expansion position in FY 2025, E/P only. Requesting 12 months funding.
912014A	P-00599	EM Technician			\$0	1.0	P-29429	Document Unit Leader		13			0.0	1.0	Expansion position in FY 2025, E/P only. Requesting 12 months funding.
912014A	P-00600	Warehouse Technician			\$0	1.0	P-00600	Logistics Technician		13			0.0	1.0	Expansion position in FY 2025, E/P only. Requesting 12 months funding.

LIMITED DISTRIBUTION

COUNTY OF MAUI  
FY 2026 MAYORS PROPOSED BUDGET  
EXPLANATION OF CHANGES TO REGULAR WAGES AND POSITION DETAIL

6-4

Department EMERGENCY MANAGEMENT AGENCY  
Program EMERGENCY MANAGEMENT PROGRAM

Fund  
Sub-Fund

GENERAL FUND  
GENERAL FUND

FY 2025 COUNCIL ADOPTED BUDGET							FY 2026 MAYORS PROPOSED BUDGET								EXPLANATION OF CHANGES
Index Code	Workday Position No.	Position Title	SR/Step	BU	FY 2025 Amount	FY 2025 E/P	Workday Position No.	Position Title	SR/Step	BU	(+/-) OVER FY 2025 Adopted Amount	FY 2026 Amount	(+/-) OVER FY 2025 Adopted E/P	FY 2026 E/P	
912014A					\$0	0.0	P-00702	EM Technician (Planning)	SR-18D	13	\$35,960	\$35,960	1.0	1.0	Proposed expansion position in FY 2026, 8 months funding. An entry-level emergency management position in the Planning Section is essential for supporting critical tasks that ensure MEMA's operational efficiency. This role will assist in plan development, maintenance, and coordination. This position is vital to ensure that the Planning Section operates smoothly, especially during emergencies, and to maintain continuity in the progress and success of the planning section. DPS to establish class/position.
912014A					\$0	0.0	P-00703	Operations Branch Director	SR-22D	13	\$42,064	\$42,064	1.0	1.0	Proposed expansion position in FY 2026, 8 months funding. The addition of a Branch Director for Operations is vital to strengthen MEMA's operational coordination. Reporting to the Operations Coordination Section Chief, the Branch Director will oversee the development, maintenance, and execution of plans across critical infrastructure, human services, and emergency services. This role ensures effective inter-branch collaboration and serves as the primary contact for plan updates and exercises. During emergencies, the Branch Director will coordinate and support the concept of operations with branch partners, enhancing MEMA's overall response capacity and readiness. DPS to establish class/position.



## LIMITED DISTRIBUTION

COUNTY OF MAUI  
FY 2026 MAYORS PROPOSED BUDGET  
EXPLANATION OF CHANGES TO REGULAR WAGES AND POSITION DETAIL

Department EMERGENCY MANAGEMENT AGENCY  
Program EMERGENCY MANAGEMENT PROGRAM

Fund  
Sub-Fund

GENERAL FUND  
GENERAL FUND

FY 2025 COUNCIL ADOPTED BUDGET							FY 2026 MAYORS PROPOSED BUDGET								EXPLANATION OF CHANGES
Index Code	Workday Position No.	Position Title	SR/Step	BU	FY 2025 Amount	FY 2025 E/P	Workday Position No.	Position Title	SR/Step	BU	(+/-) OVER FY 2025 Adopted Amount	FY 2026 Amount	(+/-) OVER FY 2025 Adopted E/P	FY 2026 E/P	
912014A					\$0	0.0	P-00704	CERT Coordinator	SR-18D	13	\$35,960	\$35,960	1.0	1.0	Proposed expansion position in FY 2026, 8 months funding. A CERT Coordinator for MEMA is essential to support whole community preparedness. This role will lead the development and implementation of the CERT program, equipping the community with critical skills for emergency response. The coordinator will ensure effective training and engagement, enhancing local resilience and complementing official response efforts. This position strengthens MEMA's partnerships and ensures a well-prepared community in times of crisis. DPS to establish class/position.
912014A	P-25477	Emergency Management Officer	EM-07	13	\$131,457	1.0	P-25477	Emergency Mgmt Administrator	EM-07	13	\$0	\$131,457	0.0	1.0	Position title change.
912014A	P-25478	Executive Officer		13		1.0	P-25478	Logistics Branch Section Chief		13	\$0		0.0	1.0	Proposed position reallocation.
912014A	P-25479	CD Plans & Operations Officer		13		1.0	P-25479	Planning Coord Section Chief		13	\$0		0.0	1.0	Position title changed.
912014A	P-28985	Administrative Assist II		13		1.0	P-33635	Administrative Assist II		13	\$0		0.0	1.0	
912014A	P-29427	CD Staff Specialist III		13		1.0	P-29427	Communication Unit Leader		13	\$0		0.0	1.0	Position title changed.
912014A	P-29429	CD Staff Specialist IV		13		1.0	P-34324	Hazard Mitigation Specialist		13	\$5,352		0.0	1.0	Position title changed.
912014A	P-30940	CD Staff Specialist III		13		1.0	P-30940	Grants Specialist I		13	\$4,800		0.0	1.0	Position title changed.
912014A	P-31597	CD Staff Specialist IV		13		1.0	P-31597	Operations Coord Section Chief		13	\$23,496		0.0	1.0	Position title changed.
912014A	P-31598	CD Staff Specialist III		13		1.0	P-31598	Executive Officer		13	\$37,200		0.0	1.0	Position reallocated.
912014A	P-33628	Account Clerk		3		1.0	P-33628	Account Clerk III		3	\$18,384		0.0	1.0	Expansion position in FY 2025, increase to full year salary. Position reallocated.
Subtotal	912014A - EMERGENCY MGT AGENCY ADMIN				\$923,617	22.0	Subtotal	912014A - EMERGENCY MGT AGENCY ADMIN			\$781,237	\$1,704,854	3.0	25.0	
TOTAL	EMERGENCY MANAGEMENT PROGRAM				\$923,617	22.0	TOTAL	EMERGENCY MANAGEMENT PROGRAM			\$781,237	\$1,704,854	3.0	25.0	



## BFED Committee

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**From:** Janina E. Agapay <Janina.E.Agapay@co.maui.hi.us>  
**Sent:** Tuesday, April 15, 2025 4:29 PM  
**To:** BFED Committee  
**Cc:** Lesley J. Milner  
**Subject:** (BFED-1)(BD-14)  
**Attachments:** (BFED-1)(BD-14).pdf

Hello,

Please see attached correspondence (BFED-1)(BD-14).

Thank you,

***Janina Agapay***

County of Maui | Budget Office

Phone: (808) 270-7836

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