

COUNCIL OF THE COUNTY OF MAUI
**BUDGET, FINANCE, AND ECONOMIC
DEVELOPMENT COMMITTEE**

June 6, 2025

**Committee
Report No. _____**

Honorable Chair and Members
of the County Council
County of Maui
Wailuku, Maui, Hawaii

Chair and Members:

Your Budget, Finance, and Economic Development Committee, having met on May 15, 2025, makes reference to Bill 18 (2025), entitled “A BILL FOR AN ORDINANCE ESTABLISHING SECTION 2.56.080, MAUI COUNTY CODE, TO ESTABLISH PAY SCALES FOR THE BOARD OF ETHICS.”

Bill 18’s purpose is to establish pay scales for the Board of Ethics’ Executive Director, Investigator, and Administrative Assistant positions.

Your Committee notes that an amendment to the Revised Charter of the County of Maui (1983), as amended (“Charter”), approved by Maui County voters in the November 2024 General Election, authorized the Board of Ethics to “appoint an executive director and other staff” beginning July 1, 2025.

Your Committee notes that the Salary Commission, at its meeting of March 28, 2025, adjusted salaries for various positions, including the First Deputy Corporation Counsel.

Your Committee notes that it previously reported on this matter through Committee Report 25-25, which recommended passage of Bill 18, CD1, on first reading.

Your Committee further notes that in correspondence dated April 15, 2025, to the Council Chair, the Chair of the Board of Ethics requested changes to the Executive Director salary structure. Accordingly, at its April 17, 2025, meeting, the Council recommitted the matter.

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Your Committee is in receipt of a proposed CD2 version of Bill 18, approved as to form and legality by the Department of the Corporation Counsel, which:

- Clarifies that the bill applies to Board of Ethics' staff and not its Board members;
- Clarifies that the Executive Director salary is within a range as opposed to set by a scale with steps;
- Makes the Executive Director's maximum salary consistent with the salary set by the Salary Commission for the First Deputy Corporation Counsel; and
- Incorporates nonsubstantive revisions.

A Deputy Corporation Counsel said that the Executive Director must be a licensed attorney in the State of Hawai'i, as required by the Charter.

Your Committee acknowledged the need for competitive pay to attract qualified candidates.

The Budget Director confirmed that funding for the positions is included in the proposed Fiscal Year 2026 Budget. Additional appropriations may be requested based on hiring timelines and negotiated salaries.

Your Committee recognizes that full-time staff will help the Board fulfill its duties, to include issuing formal and informal ethics opinions, reviewing financial-disclosure statements and lobbyist filings, conducting investigations, and providing ethics training. The new positions will also expand the Board's capacity to process cases and manage an increasing workload.

COUNCIL OF THE COUNTY OF MAUI

BUDGET, FINANCE, AND ECONOMIC DEVELOPMENT COMMITTEE

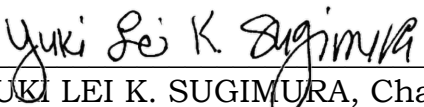
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Your Committee voted 7-0 to recommend passage of Bill 18, CD2 (2025), on first reading. Committee Chair Sugimura and members Cook, Lee, Paltin, Rawlins-Fernandez, Sinenci, and U‘u-Hodgins voted “aye.” Committee Vice-Chair Kama and member Johnson were excused.

Your Budget, Finance, and Economic Development Committee RECOMMENDS that Bill 18, CD2 (2025), attached, entitled “A BILL FOR AN ORDINANCE AMENDING CHAPTER 2.56, MAUI COUNTY CODE, TO ESTABLISH A PAY RANGE AND PAY SCALES FOR BOARD OF ETHICS STAFF,” be PASSED ON FIRST READING and be ORDERED TO PRINT.

This report is submitted in accordance with Rule 3 of the Rules of the Council.



YUKI LEI K. SUGIMURA, Chair

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ORDINANCE NO. _____

BILL NO. 18, CD2 (2025)

A BILL FOR AN ORDINANCE AMENDING CHAPTER 2.56,
MAUI COUNTY CODE, TO ESTABLISH A PAY RANGE AND PAY SCALES
FOR BOARD OF ETHICS STAFF

BE IT ORDAINED BY THE PEOPLE OF THE COUNTY OF MAUI:

SECTION 1. Chapter 2.56, Maui County Code, is amended by adding a
new section to read as follows:

“Section 2.56.080 Salaries. A. The annual salary for all
board of ethics staff must be set by the council by resolution within
the pay range and pay scales established in this section.

B. The annual salary for the executive director of the board
of ethics must not exceed \$227,091.

C. The annual salary for the investigator must be set at a
step within the following scale:

<u>Step</u>	<u>Annual Salary</u>
<u>A</u>	<u>71,016</u>
<u>B</u>	<u>73,836</u>
<u>C</u>	<u>76,788</u>
<u>D</u>	<u>79,872</u>
<u>E</u>	<u>83,064</u>
<u>F</u>	<u>86,376</u>
<u>G</u>	<u>89,820</u>
<u>H</u>	<u>93,444</u>
<u>I</u>	<u>97,212</u>
<u>J</u>	<u>101,064</u>

D. The annual salary for the administrative assistant must be set at a step within the following scale:

<u>Step</u>	<u>Annual Salary</u>
<u>A</u>	<u>63,096</u>
<u>B</u>	<u>65,664</u>
<u>C</u>	<u>68,280</u>
<u>D</u>	<u>71,016</u>
<u>E</u>	<u>73,836</u>
<u>F</u>	<u>76,788</u>
<u>G</u>	<u>79,872</u>
<u>H</u>	<u>83,064</u>
<u>I</u>	<u>86,376</u>
<u>J</u>	<u>89,829</u>

”

SECTION 2. This Ordinance takes effect on July 1, 2025.

APPROVED AS TO FORM AND LEGALITY:

/s/ Michael J. Hopper

Department Corporation Counsel
County of Maui

paf:cmn:25-117a

INTRODUCED BY:

A handwritten signature in cursive script, appearing to read "Alice L. Lee".

ALICE L. LEE

Upon the request of the Mayor.