

# Resolution

No. 25-113

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

WHEREAS, the Mayor, by correspondence dated May 2, 2025 to the Honorable Alice Lee, Chair, and Members of the Maui County Council, submitted cost items for employees excluded from Bargaining Unit 3 (Non-Supervisory White Collar), Bargaining Unit 4 (Supervisory White Collar), and Bargaining Unit 13 (Professional and Scientific), 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

2025-0697  
2025-04-29 Resolution BU3, 4, 13 Excluded

INTRODUCED BY:

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

Upon the request of the Mayor.

COUNTY OF MAUI  
UNIT 03 (EXCLUDED)  
SUMMARY OF COST ITEMS  
FY 2025-2026, FY 2026-2027, FY 2027-2028, FY 2028-2029

**1. Salaries**

Summary includes the following increases:

*A. Effective July 1, 2025:*

- 1) 3.5% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

*B. Effective July 1, 2026:*

- 1) Employees on Step C to Step L as of June 30, 2026, shall be placed on the next step of the corresponding pay range; Employees on Step M as of June 30, 2026, receive a one-time lump sum payment equal to four percent (4%) of the employee's annual basic rate of pay as of June 30, 2026; including employees not administratively assigned to the salary schedule.

*C. Effective July 1, 2027:*

- 1) 4% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

*D. Effective July 1, 2028:*

- 1) Employees on Step C to Step L as of June 30, 2028, shall be placed on the next step of the corresponding pay range; Employees on Step M as of June 30, 2028, receive a one-time lump sum payment equal to four percent (4%) of the employee's annual basic rate of pay as of June 30, 2028; including employees not administratively assigned to the salary schedule.
- 2) 0.37% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

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 2026</u>
\$ 226,782

Additional Cost
<u>FY 2027</u>
\$ 505,924

Additional Cost  
FY 2028  
\$ 760,071

Additional Cost  
FY 2029  
\$ 1,101,996

**2. Hawaii Employer-Union Health Benefits Trust Fund**

The following costs provides for the employer contribution equivalent to sixty percent (60%) of the premium rates established by the Hawai'i Employer-Union Health Benefits Trust Fund (EUTF) Board for the benchmark health benefit plan (HMSA 80/20 PPO plan) plus sixty percent (60%) of all administrative fees for the employees, provided that the dollar amount contributed by the Employer shall not exceed 90% of the total premium.

For FY 2026 and FY 2027, costs have been incorporated in the Bargaining Unit 03 Included figures.

For FY 2028 and FY 2029 have not been negotiated at this time, as premium rate increases are unknown.

**TOTAL ADDITIONAL COST:**

**FY 2026    \$ 226,782**

**FY 2027    \$ 505,924**

**FY 2028    \$ 760,071**

**FY 2029    \$ 1,101,996**

COUNTY OF MAUI  
UNIT 04 (EXCLUDED)  
SUMMARY OF COST ITEMS  
FY 2025-2026, FY 2026-2027, FY 2027-2028, FY 2028-2029

**1. Salaries**

Summary includes the following increases:

*A. Effective July 1, 2025:*

- 1) 3.5% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

*B. Effective July 1, 2026:*

- 1) 3.79% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

*C. Effective July 1, 2027:*

- 1) 4% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

*D. Effective July 1, 2028:*

- 1) 4% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

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 2026</u>
\$ 25,539

Additional Cost
<u>FY 2027</u>
\$ 55,274

Additional Cost
<u>FY 2028</u>
\$ 86,510

Additional Cost
<u>FY 2029</u>
\$ 120,427

**2. Hawaii Employer-Union Health Benefits Trust Fund**

The following costs provides for the employer contribution equivalent to sixty percent (60%) of the premium rates established by the Hawai'i Employer-Union Health Benefits Trust Fund (EUTF) Board for the benchmark health benefit plan (HMSA 80/20 PPO plan) plus sixty percent (60%) of all administrative fees for the employees, provided that the dollar amount contributed by the Employer shall not exceed 90% of the total premium.

For FY 2026 and FY 2027, costs have been incorporated in the Bargaining Unit 04 Included figures.

For FY 2028 and FY 2029 have not been negotiated at this time, as premium rate increases are unknown.

**TOTAL ADDITIONAL COST:**

<b>FY 2026</b>	<b><u>\$ 25,539</u></b>	<b>FY 2027</b>	<b><u>\$ 55,274</u></b>
<b>FY 2028</b>	<b><u>\$ 86,510</u></b>	<b>FY 2029</b>	<b><u>\$ 120,427</u></b>

COUNTY OF MAUI  
UNIT 13 (EXCLUDED)  
SUMMARY OF COST ITEMS  
FY 2025-2026, FY 2026-2027, FY 2027-2028, FY 2028-2029

**1. Salaries**

Summary includes the following increases:

*A. Effective July 1, 2025:*

- 1) During the period July 1, 2025 to June 30, 2026, continue step movements according to Paragraph P. of Article 14, Compensation Adjustment.
- 2) \$2,000 lump-sum payment for all BU 13 employees not eligible for step movements for the duration of the contract period, including SRNA, exempt included employees.
- 3) 2.12% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

*B. Effective July 1, 2026:*

- 1) During the period July 1, 2026 to June 30, 2027, continue step movements according to Paragraph P. of Article 14, Compensation Adjustment.
- 2) 2.95% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

*C. Effective July 1, 2027:*

- 1) During the period July 1, 2027 to June 30, 2028, continue step movements according to Paragraph P. of Article 14, Compensation Adjustment.
- 2) 2.77% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

*D. Effective July 1, 2028:*

- 1) During the period July 1, 2028 to June 30, 2029, continue step movements according to Paragraph P. of Article 14, Compensation Adjustment.
- 2) 3.17% across-the-board increase, including employees not administratively assigned (SRNA, exempt included employees).

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 2026  
\$ 670,859

Additional Cost  
FY 2027  
\$ 1,123,378

Additional Cost  
FY 2028  
\$ 1,802,427

Additional Cost  
FY 2029  
\$ 2,520,189

## 2. Hawaii Employer-Union Health Benefits Trust Fund

The following costs provides for the employer contribution equivalent to sixty percent (60%) of the premium rates established by the Hawai'i Employer-Union Health Benefits Trust Fund (EUTF) Board for the benchmark health benefit plan (HMSA 80/20 PPO plan) plus sixty percent (60%) of all administrative fees for the employees, provided that the dollar amount contributed by the Employer shall not exceed 90% of the total premium.

Additional Cost  
FY 2026  
\$ 117,319

Additional Cost  
FY 2027  
\$ 261,995

Additional Cost  
FY 2028\*  
\$ 261,995

Additional Cost  
FY 2029\*  
\$ 261,995

\*For FY 2028 and FY 2029 have not been negotiated at this time, as premium rate increases are unknown.

### TOTAL ADDITIONAL COST:

FY 2026      \$ 788,178

FY 2027      \$ 1,385,373

FY 2028      \$ 2,064,422

FY 2029      \$ 2,782,184