

Resolution

No. 25-187

APPROVING COST ITEMS FOR EMPLOYEES INCLUDED IN
BARGAINING UNIT 12, POLICE OFFICERS FOR
FISCAL YEARS 2026, 2027, 2028, and 2029

WHEREAS, the Mayor, by correspondence dated October 3, 2025, to the Honorable Alice Lee, Chair, and Members of the Maui County Council, submitted cost items for employees included within Bargaining Unit 12, Police Officers, which is represented by the State of Hawaii Organization of Police Officers, pursuant to an arbitration decision and award dated September 24, 2025; and

WHEREAS, pursuant to Section 89-11(g), Hawaii Revised Statutes, the September 24, 2025, arbitration decision and award shall be final and binding upon the parties, all items requiring any moneys for implementation shall be subject to appropriation by the appropriate legislative body, and the employer shall submit all such items within ten days after the date on which the agreement is entered into; and

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

BE IT RESOLVED by the Council of the County of Maui:

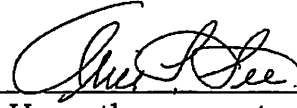
1. That it does hereby approve of the cost items as specified in Exhibit "1;" and
2. That certified copies of this resolution be transmitted to the Mayor, the Director of Personnel Services, the Budget Director, and the Director of Finance.

APPROVED AS TO FORM AND LEGALITY



CHRISTIE M. TRENHOLME
Department of the Corporation Counsel
County of Maui
2025-1670
2025-10-02 Resolution BU12 Included.doc

INTRODUCED BY:

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

Upon the request of the Mayor.

COUNTY OF MAUI
UNIT 12 (INCLUDED)
SUMMARY OF COST ITEMS
FY 2025-26, FY 2026-27, FY 2027-28, FY 2028-29

1. Salaries

Summary includes the following increases:

A. Fiscal Year 2026

1) Effective July 1, 2025:

- a) Across the board increase of 5.0%; and
- b) Service step movements: All employees who complete the cumulative years of service required for the next higher step in the pay range as provided in the pertinent compensation adjustment provisions shall receive catch-up step movements or service step movements on their police service anniversary date not to exceed one step per year.

B. Fiscal Year 2027

1) Effective July 1, 2026:

- a) Across the board increase of 5.0%; and
- b) Service step movements: All employees who complete the cumulative years of service required for the next higher step in the pay range as provided in the pertinent compensation adjustment provisions shall receive catch-up step movements or service step movements on their police service anniversary date not to exceed one step per year.
- c) Employees on salary ranges from PO-07 to PO-15 shall receive a one-time lump sum retention payment of one thousand eight hundred dollars (\$1,800).

C. Fiscal Year 2028

1) Effective July 1, 2027:

- a) Across the board increase of 5.0%; and
- b) Service step movements: All employees who complete the cumulative years of service required for the next higher step in the pay range as provided in the pertinent compensation adjustment provisions shall receive catch-up step movements or service step movements on their police service anniversary date not to exceed one step per year.

D. Fiscal Year 2029

1) *Effective July 1, 2028:*

- a) Across the board increase of 5.0%
- b) Service step movements: All employees who complete the cumulative years of service required for the next higher step in the pay range as provided in the pertinent compensation adjustment provisions shall receive catch-up step movements or service step movements on their police service anniversary date not to exceed one step per year.

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
\$ 2,973,990

Additional Cost
FY 2027
\$ 6,652,871

Additional Cost
FY 2028
\$ 10,432,806

Additional Cost
FY 2029
\$ 14,568,748

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

The following cost assumes the employer will continue to pay the same percentage of health benefit premiums as it currently pays. This is approximately 60% of the premium amount, plus administrative fees, with the employee paying the balance. Increase in costs in subsequent years is due to anticipated increases in premium amounts.

Additional Cost
FY 2026
\$ 290,137

Additional Cost
FY 2027
\$ 678,451

Additional Cost
FY 2028*
\$ 678,451

Additional Cost
FY 2029*
\$ 678,451

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

TOTAL ADDITIONAL COST:

FY 2026 \$ 3,264,127

FY 2027 \$ 7,331,322

FY 2028 \$ 11,111,257

FY 2029 \$ 15,247,199