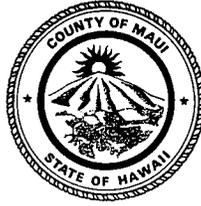


ALAN M. ARAKAWA
MAYOR



KEITH A. REGAN
MANAGING DIRECTOR

OFFICE OF THE MAYOR

Ke'ena O Ka Meia
COUNTY OF MAUI – Kalana O Maui

March 3, 2016

Honorable Mike White, Chair
and Members of the Maui County Council
200 South High Street
Wailuku, Hawaii 96793

RECEIVED
2016 MAR -3 AM 11:31
OFFICE OF THE
COUNTY CLERK

Dear Council Chair White and Council Members:

**SUBJECT: APPROVAL OF COST ITEMS FOR EMPLOYEES INCLUDED IN
BARGAINING UNIT 14**

In accordance with HRS Section 89-11(g), I am herewith transmitting the cost items for the two-year contract covering Ocean Safety Officers in HGEA's new Bargaining Unit 14 which was reached pursuant to an arbitration decision. The law requires that all cost items shall be subject to appropriations by the appropriate legislative bodies.

These computations reflect the implementation cost for employees included in Bargaining Unit 14 for fiscal years 2015-2016 and 2016-2017.

Also transmitted is the necessary resolution prepared by the Corporation Counsel for approval of the cost items.

A copy of the new agreement will be forwarded for your information when it becomes available. If you have any questions or require additional information on this matter, please call on Mr. Lance T. Hiromoto, Director of Personnel Services

Sincerely,

ALAN M. ARAKAWA
Mayor, County of Maui

LTH:jlia
Attachments
xc: Director of Finance
Director of Personnel Services

COUNTY COMMUNICATION NO. 16-50

Resolution

No. _____

APPROVING COST ITEMS FOR UNIT 14, OCEAN SAFETY OFFICERS

WHEREAS, the Mayor, by letter dated March 3, 2016 to the Honorable Mike White, Chair, and Members of the Maui County Council, submitted cost items for Ocean Safety Officers included in Bargaining Unit 14 and represented by the Hawaii Government Employees Association, AFSCME Local 152 AFL-CIO, pursuant to an arbitration decision and award dated February 22, 2016; and

WHEREAS, pursuant to § 89-11(g), Hawaii Revised Statutes, the February 22, 2016 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 arbitration decision and award is issued; and

WHEREAS, a Summary of Cost Items is attached hereto as Exhibit "1"; now, therefore,

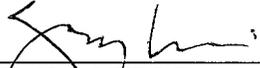
BE IT RESOLVED by the Council of the County of Maui:

1. That it does hereby approve the Summary of 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, and the Director of Finance.

Resolution No. _____

APPROVED AS TO
FORM AND LEGALITY:



GARY Y. MURAI
Deputy Corporation Counsel
County of Maui

S:\ALL\GYM\resolutions\HGEA\RESO.HGEA.Unit.14.wpd

COUNTY OF MAUI
UNIT 14 (INCLUDED)
SUMMARY OF COST ITEMS
FY 2015 - 2017

1. Wages

Summary includes the following increases:

Effective July 1, 2016:

1. Across the board increase of 4%.
2. Delete Salary Ranges SR04 to SR10, and SR30 to SC03.
3. Delete the first 3 steps of the salary schedule and add 2 steps after the maximum step following the existing pattern of integrated salary rates.
4. Re-label the 12 steps of the new salary schedule.
5. Place employees on the step of the corresponding pay range of the new salary schedule as follows: Employees on the 1st step placed on the 1st step of the new schedule, employees on the 2nd step placed on the 2nd step of the new schedule, etc.
6. Employees on the last step (step M or 13th step) shall be placed on the last step (12th step) of the new salary schedule.
7. One-time payment equal to 4% of the new annual basic rate of pay for employees on the last step (step M or 13th step) as of June 30, 2016.
8. 4% increase to basic rate of pay for all employees, plus one-time payment equal to 4% of new annual basic rate of pay for employees not administratively assigned to the salary schedule.
9. Continuation of the step movement plan.

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 includes the roll-over cost from previous years.

Additional Cost
<u>FY 2016</u>
\$ 0

Additional Cost
<u>FY 2017</u>
\$ 876,745

2. Uniforms and Equipment

Effective July 1, 2016:

1. The amount of uniform maintenance allowance shall be \$10.00 per month.

Additional Cost
<u>FY 2016</u>
\$ 0

Additional Cost
<u>FY 2017</u>
\$ 2,880

3. Differentials

Effective July 1, 2016:

1) Certified Rescue Craft Operators shall receive \$3.50 per hour when assigned.

Additional Cost
<u>FY 2016</u>
\$ 0

Additional Cost
<u>FY 2017</u>
\$ 178,350

TOTAL ADDITIONAL COST:

***FY 2016 \$ 0**

***FY 2017 \$ 1,057,975**

*Figures do not include EUTF as premium rates may change.