

MICHAEL P. VICTORINO
Mayor



DAVID J. UNDERWOOD
Director

RECEIVED
CYNTHIA M. RAZO-PORTER
Deputy Director

EDB-1
(PS-12)

COUNTY OF MAUI
DEPARTMENT OF PERSONNEL SERVICES

2019 MAY -1 PM 3:02

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PHONE (808) 270-7850 * FAX (808) 270-7969

Website: www.mauicounty.gov/departments/Personnel • Email: personnel.services@mauicounty.gov

OFFICE OF THE
COUNTY COUNCIL

April 22, 2019

Honorable Keani Rawlins-Fernandez
Chair, Economic Development & Budget Committee
Maui County Council
200 South High Street
Wailuku, Hawaii 96793

Dear Chair Rawlins-Fernandez:

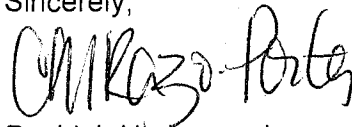
SUBJECT: APPROVAL OF COST ITEMS FOR BARGAINING UNIT 11 EMPLOYEES

The Department of Personnel Services is in receipt of your correspondence dated April 18, 2019, in regards to the proposed fiscal year 2020 budget for the County of Maui. Therefore, I am re-transmitting the revised cost items for the two-year contract period (7/1/19 - 6/30/21) covering included employees of Bargaining Unit 11, Fire Fighters, in response to your request.

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

If you have any questions or require additional information on this matter, feel free to contact me at extension 7850.

Sincerely,

for 
David J. Underwood
Director of Personnel Services

DJU:ceb
Attachments
xc: Director of Finance

Resolution

No. _____

APPROVING COST ITEMS FOR BARGAINING UNIT 11, INCLUDED EMPLOYEES

WHEREAS, the Mayor, by correspondence dated April 16, 2019 to the Honorable Kelly King, Chair, and Members of the Maui County Council, submitted cost items for Fire Fighters included within Bargaining Unit 11, pursuant to an arbitration decision and award dated April 8, 2019; and

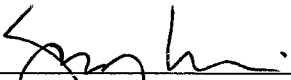
WHEREAS, pursuant to Section 89-10, Hawaii Revised Statutes, Council approval is required prior to payment of said cost items; and

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



GARY Y. MURAI
Department of the Corporation Counsel
County of Maui
2019-0655

2019-04-11 Resolution BU11 Cost Items

COUNTY OF MAUI
UNIT 11 (INCLUDED)
SUMMARY OF COST ITEMS
FY 2019-2020; FY 2020-2021

1. Wages and Compensation Adjustments

Summary includes the following increases:

A. Effective July 1, 2019:

- 1) 2% across-the-board wage increase.
- 2) Continuation of the step movement plan.
- 3) Employees on salary ranges SR 17 to SR 27 on June 30, 2019 shall receive a one-time lump sum payment based on their step within the salary range on July 1, 2019, as follows:

Step E	\$1,800
Step F	\$1,825
Step G	\$1,850
Step H	\$1,875
Step L1	\$1,900
Step L2	\$1,925
Step L3	\$1,950
Step L4	\$1,975
Step L5	\$2,000

B. Effective July 1, 2020:

- 1) 2% across-the-board wage increase.
- 2) Continuation of the step movement plan.
- 3) Employees on salary ranges SR 17 to SR 27 on June 30, 2020 shall receive a one-time lump sum payment based on their step within the salary range on July 1, 2020, as follows:

Step E	\$1,800
Step F	\$1,825
Step G	\$1,850
Step H	\$1,875
Step L1	\$1,900
Step L2	\$1,925
Step L3	\$1,950
Step L4	\$1,975

Step L5	\$2,000
Step L5	with 28 or more years of service as of June 30, 2020, an additional \$500

C. Effective June 30, 2021 at 11:59:59 p.m.

A new step L-6 step shall be established and implemented for bargaining unit 11 employees who have accrued twenty-eight (28) or more years of service credit in accordance with the current 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 include the roll-over cost from previous years.

Additional Cost	Additional Cost
<u>FY 2020</u>	<u>FY 2021</u>
\$ 1,491,030	\$ 2,605,030

TOTAL ADDITIONAL COST:

FY 2020	<u>\$ 1,491,030</u>	FY 2021	<u>\$ 2,605,030</u>
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