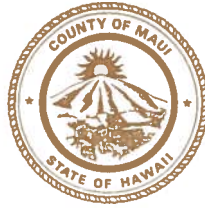


ALAN M. ARAKAWA
MAYOR



KEITH A. REGAN
MANAGING DIRECTOR

OFFICE OF THE MAYOR

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

May 4, 2017

RECEIVED
2017 MAY -4 PM 2:56
OFFICE OF THE
COUNTY CLERK

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

Dear Council Chair White and Council Members:

SUBJECT: APPROVAL OF COST ITEMS FOR EMPLOYEES EXCLUDED FROM BARGAINING UNITS 03 AND 04

In accordance with HRS Section 89C-5, I am herewith transmitting for your approval the adjustments in compensation and other terms and conditions of employment for employees excluded from HGEA Bargaining Units 03 and 04. 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 excluded from Bargaining Units 03 and 04 for fiscal years 2017-2018 and 2018-2019. A summary of the pay adjustments is also transmitted for your information.

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

We would appreciate your expediting approval of the cost items in order to implement the pay adjustments and respectfully request the Council to waive referral of this matter to committee. If you have any questions or require additional information on this matter, please call on Mr. David J. Underwood, Director of Personnel Services.

Very truly yours,

ALAN M. ARAKAWA
Mayor, County of Maui

DJU:srm
Attachments
cc: Director of Finance
Director of Personnel Services

COUNTY COMMUNICATION NO. 17-208

Resolution

No. _____

APPROVING COST ITEMS FOR NON-SUPERVISORY WHITE COLLAR EMPLOYEES EXCLUDED FROM BARGAINING UNIT 3, AND SUPERVISORY WHITE COLLAR EMPLOYEES EXCLUDED FROM BARGAINING UNIT 4

WHEREAS, the Mayor, by correspondence dated May 4, 2017, to the Honorable Mike White, Chair, and Members of the Maui County Council, submitted cost items for Non-Supervisory White Collar Employees excluded from Bargaining Unit 3, and Supervisory White Collar Employees excluded from Bargaining Unit 4, 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"; 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 the above-referenced correspondence; and

Resolution No. _____

2. That certified copies of this resolution be transmitted to the Mayor,
the Director of Personnel Services and the Director of Finance.

APPROVED AS TO FORM
AND LEGALITY:



GARY Y. MURAI
Deputy Corporation Counsel
County of Maui
LIT-5678
2017-05-01 Resolution HGEA Excluded Unit 3, Unit 4

COUNTY OF MAUI
UNIT 03 (EXCLUDED)
SUMMARY OF COST ITEMS
FY 2017-18, FY 2018-19

1. Salaries

Summary includes the following increases:

A. Effective July 1, 2017:

- 1) 2.0% across-the-board salary increase, including employees not administratively assigned to the salary schedule
- 2) A one-time one hundred fifty (\$150) dollars lump sum payment for all employees. Employees who are less than full-time shall receive a prorated amount.

B. Effective January 1, 2018:

- 1) 1.5% across-the-board salary increase, including employees not administratively assigned to the salary schedule.

C. Effective July 1, 2018:

- 1) 2.25% across-the-board salary increase, including employees not administratively assigned to the salary schedule.
- 2) A one-time one hundred fifty (\$150) dollars lump sum payment for all employees. Employees who are less than full-time shall receive a prorated amount.

D. Effective January 1, 2019:

- 1) 1.25% across-the-board salary increase, including employees not administratively assigned to the salary schedule.
- 2) Drop Step A and employees on Step A shall move to Step B.

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 2018	Additional Cost FY 2019
\$ 133,605	\$ 307,348

2. Hawaii Employer-Union Health Benefits Trust Fund

The following costs assume 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	Additional Cost
<u>FY 2018</u>	<u>FY 2019</u>
\$ 2,298	\$ 7,050

TOTAL ADDITIONAL COST:

FY 2018	<u>\$ 135,903</u>	FY 2019	<u>\$ 314,398</u>
----------------	--------------------------	----------------	--------------------------

COUNTY OF MAUI
UNIT 04 (EXCLUDED)
SUMMARY OF COST ITEMS
FY 2017-18, FY 2018-19

1. Salaries

Summary includes the following increases:

A. Effective July 1, 2017:

- 1) 2.0% across-the-board salary increase, including employees not administratively assigned to the salary schedule
- 2) A one-time one hundred fifty (\$150) dollars lump sum payment for all employees. Employees who are less than full-time shall receive a prorated amount.

B. Effective January 1, 2018:

- 1) 1.5% across-the-board salary increase, including employees not administratively assigned to the salary schedule.

C. Effective July 1, 2018:

- 1) 2.25% across-the-board salary increase, including employees not administratively assigned to the salary schedule.
- 2) A one-time one hundred fifty (\$150) dollars lump sum payment for all employees. Employees who are less than full-time shall receive a prorated amount.

D. Effective January 1, 2019:

- 1) 1.25% across-the-board salary increase, including employees not administratively assigned to the salary schedule.
- 2) Drop Step A and employees on Step A shall move to Step B.

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 2018	Additional Cost FY 2019
\$ 12,711	\$ 29,868

2. Hawaii Employer-Union Health Benefits Trust Fund

The following costs assume 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. Due to the tracking method utilized in coding employees in the EUTF system, we are not able to include the cost figures for this item.

TOTAL ADDITIONAL COST:

FY 2018	<u>\$ 12,711</u>	FY 2019	<u>\$ 29,868</u>
----------------	-------------------------	----------------	-------------------------