

# Resolution

No. 22-116

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

WHEREAS, the Mayor, by correspondence dated April 28, 2022 to the Honorable Alice Lee, Chair, and Members of the Maui County Council, submitted cost items pursuant to the April 22, 2022 Notices of Ratification of the Collective Bargaining Agreements for Non-Supervisory White-Collar employees included within Bargaining Unit 3, Supervisory White-Collar Employees included within Bargaining Unit 4, and Professional and Scientific Employees within Bargaining Unit 13, which is represented by the Hawaii Government Employees Association; 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 are attached hereto and incorporated herein by reference as Exhibits "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 Exhibits "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



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CHRISTIE M. TRENHOLME

Department of the Corporation Counsel  
County of Maui  
2022 - 0597

**Resolution No.** 22-116

INTRODUCED BY:

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

Upon the request of the Mayor.

COUNTY OF MAUI  
UNIT 03 (INCLUDED)  
SUMMARY OF COST ITEMS  
FY 2021-2022, FY 2022-2023, FY 2023-2024, FY 2024-2025

**1. Salaries**

Summary includes the following increases:

*A. Effective July 1, 2021:*

- 1) \$1,000 one-time lump-sum payment for all employees who were employed in BU 03 as of June 30, 2021 and continue to be employed as of July 1, 2021. Employees who are less than full-time will receive a lump sum amount that is prorated by their FTE, e.g., Employee whose FTE is 50% will get \$500 ( $\$1,000 \times .50 = \$500$ ).

*B. Effective October 1, 2022:*

- 1) 3.72% across-the-board increase, including employees not administratively assigned to the salary schedule.

*C. Effective July 1, 2023:*

- 1) 5% across-the-board increase, including employees not administratively assigned to the salary schedule.

*D. Effective July 1, 2024:*

- 1) 5% across-the-board increase, including employees not administratively assigned to the salary schedule.

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 2022</u>	<u>FY 2023</u>
\$ 589,276	\$ 838,421

Additional Cost  
FY 2024  
\$ 2,745,545

Additional Cost  
FY 2025  
\$ 4,462,603

**TOTAL ADDITIONAL COST:**

**FY 2022**      **\$ 589,276**

**FY 2023**      **\$ 838,421**

**FY 2024**      **\$ 2,745,545**

**FY 2025**      **\$ 4,462,603**

COUNTY OF MAUI  
 UNIT 04 (INCLUDED)  
 SUMMARY OF COST ITEMS  
 FY 2021-2022, FY 2022-2023, FY 2023-2024, FY 2024-2025

**1. Salaries**

Summary includes the following increases:

*A. Effective July 1, 2021:*

- 1) 1% lump-sum payment based on June 30, 2021 annual base pay for all employees who were employed in BU 4 as of June 30, 2021 and continue to be employed as of July 1, 2021.

*B. Effective July 1, 2022:*

- 1) 3.72% across-the-board increase, including employees not administratively assigned to the salary schedule.

*C. Effective July 1, 2023:*

- 1) 4.96% across-the-board increase, including employees not administratively assigned to the salary schedule.

*D. Effective July 1, 2024:*

- 1) 5% across-the-board increase, including employees not administratively assigned to the salary schedule.

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 2022    </u>	Additional Cost <u>    FY 2023    </u>
\$     26,837	\$    106,132

Additional Cost  
FY 2024  
\$ 243,692

Additional Cost  
FY 2025  
\$ 395,372

**TOTAL ADDITIONAL COST:**

**FY 2022**      **\$ 26,837**

**FY 2023**      **\$ 106,132**

**FY 2024**      **\$ 243,692**

**FY 2025**      **\$ 395,372**

COUNTY OF MAUI  
UNIT 13 (INCLUDED)  
SUMMARY OF COST ITEMS  
FY 2021-2022, FY 2022-2023, FY 2023-2024, FY 2024-2025

**1. Salaries**

Summary includes the following increases:

*A. Effective July 1, 2021:*

- 1) 2% one-time lump-sum payment based on June 30, 2021 annual base pay for employees who were employed in BU 13 on Step M or employees not administratively assigned to the salary schedule as of June 30, 2021 and continue to be employed as of July 1, 2021.

*B. Effective July 1, 2022:*

- 1) Employees eligible for step movements during the period July 1, 2021 to June 30, 2022 in accordance with Paragraph P. of Article 14, Compensation Adjustment. shall receive their step movement effective July 1, 2022.
- 2) During the period July 1, 2022 to June 30, 2023, continuation of step movements according to Paragraph P. of Article 14, Compensation Adjustment.
- 3) 2% pay increase for all employees including employees not administratively assigned to the salary schedule.

*C. Effective July 1, 2023:*

- 1) During the period July 1, 2023 to June 30, 2024, continuation of step movements according to Paragraph P. of Article 14, Compensation Adjustment.
- 2) Employees on Step C move to Step D, delete Step C.
- 3) 4% pay increase for all employees including employees not administratively assigned to the salary schedule.

*D. Effective July 1, 2024:*

- 1) During the period July 1, 2024 to June 30, 2025, continuation of step movements according to Paragraph P. of Article 14, Compensation Adjustment.

- 2) 3.59% pay increase for all employees including employees not administratively assigned to the salary schedule.

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 2022  
 \$ 119,410

Additional Cost  
FY 2023  
 \$ 1,069,945

Additional Cost  
FY 2024  
 \$ 2,588,878

Additional Cost  
FY 2025  
 \$ 4,095,539

**TOTAL ADDITIONAL COST:**

**FY 2022      \$ 119,410**

**FY 2023      \$ 1,069,945**

**FY 2024      \$ 2,588,878**

**FY 2025      \$ 4,095,539**