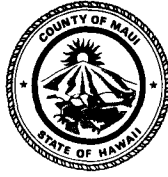


ALAN M. ARAKAWA
Mayor




LANCE T. HIROMOTO
Director

DAVID J. UNDERWOOD
Deputy Director


COUNTY OF MAUI
DEPARTMENT OF PERSONNEL SERVICES
200 S. HIGH STREET • WAILUKU, MAUI, HAWAII 96793-2155
PHONE (808) 270-7850 • FAX (808) 270-7969

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

April 12, 2016

Mr. Sananda K. Baz 
Budget Director, County of Maui
200 South High Street
Wailuku, Hawaii 96793

Honorable Alan M. Arakawa
Mayor, County of Maui
200 South High Street
Wailuku, Hawaii 96793


4/12/16
Mayor

OFFICE OF THE
COUNTY CLERK

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For Transmittal to:

Honorable Riki Hokama
Chair, Budget and Finance Committee
Maui County Council
200 South High Street
Wailuku, Hawaii 96793

Dear Chair Hokama:

SUBJECT: FISCAL YEAR ("FY") 2017 BUDGET (PS-3) (BF-1)

In your letter dated April 7, 2016, you requested that we provide responses to the following questions:

"1. Were there instances when the County did not enter into arbitration after completing union negotiations? If so, identify dates and the reasons behind these instances. (MV)"

There have been numerous instances where the employer group and the union representing a bargaining unit have been able to reach settlement without needing to resort to arbitration. We have attached a chart of the collective bargaining agreements in effect since Fiscal Year 2001 and how these agreements were reached. Of the 26 agreements covering that time period, 13 were the result of voluntary settlements, and 13 were reached via binding arbitration.

"2. Provide a time line showing the salary history for position number PS-0018, Human Resources Specialist II, SR-20C, since 2009. Identify dates and amounts of each missed step and each missed within-range progression to support the proposed Fiscal Year 2017 annual salary of \$52,824, as indicated on page 13-3 of the Budget Details. (MW)"

Honorable Riki Hokama
Chair, Budget and Finance Committee
Page 2
April 12, 2016

We have investigated the proposed salary for that position. While we had initially indicated that the increases projected for this position were due to the incumbent catching up on previous step movements, this was incorrect. The projected increase for this position is based on three factors:

1. Across the board salary increases effective January 1, 2016 and January 1, 2017.
2. Movement from step C to step D in the salary schedule.
3. Reallocation from Human Resources Specialist II, SR-20, to Human Resources Specialist III, SR-22.

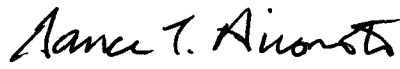
The first two items are provided for by the applicable collective bargaining agreement. The reallocation of the position reflects the anticipated assignment of higher-level duties and responsibilities.

"3. Provide a breakdown of Professional Services (index 908012B, subobject 6132, page 13-7 of the Budget Details) for FY 2016, to date, and proposed for FY 2017."

We have attached a breakdown for that index code/subobject for the current fiscal year, along with a breakdown of the proposed expenditures for FY2017.

If you have any questions or require additional information, please feel free to contact me at Ext. 7850.

Sincerely,



LANCE T. HIROMOTO
Director of Personnel Services

DJU
Attachments

cc w/att: Mayor Alan M. Arakawa
Sandy Baz, Budget Director

Department of Personnel Services
FY2017 Budget Requests/Questions
Response to (PS-3)(BF-1) Question #1

Contract Term	Bargaining Unit	Reached by	Notes
2015-2017	BU14	Arbitration	Unable to reach agreement on cost items
2015-2017	BU02,03,04	Settlement	
2013-2017	BU11	Arbitration	Unable to reach agreement on cost items
2013-2017	BU13	Settlement	
2013-2017	BU12	Arbitration	Unable to reach agreement on cost items
2013-2017	BU01	Settlement	
2013-2015	BU02,03,04	Settlement	
2011-2013	BU01	Settlement	
2011-2013	BU02,03,04,13	Settlement	
2009-2011	BU02,03,04,13	Settlement	
2007-2011	BU12	Arbitration	Unable to reach agreement on cost items
2007-2009	BU01	Settlement	
2007-2009	BU02,03,04,13	Settlement	
2007-2011	BU11	Arbitration	Unable to reach agreement on cost items
2005-2007	BU02,03,04,13	Arbitration	Unable to reach agreement on cost items
2005-2007	BU11	Arbitration	Unable to reach agreement on cost items
2005-2007	BU01	Settlement	
2003-2005	BU02,03,04,13	Arbitration	Unable to reach agreement on cost items
2003-2007	BU12	Arbitration	Unable to reach agreement on cost items
2003-2005	BU01	Settlement	
2003-2004	BU02,03,04,13	Settlement	
2003-2005	BU11	Arbitration	Unable to reach agreement on cost items
2001-2003	BU01	Settlement	
1999-2003	BU02,03,04,13	Arbitration	Unable to reach agreement on cost items
2001-2003	BU11	Arbitration	Unable to reach agreement on cost items
1999-2003	BU12	Arbitration	Unable to reach agreement on cost items

Department of Personnel Services					
FY2017 Budget Requests/Questions Professional Services Breakdown					
Response to (PS-3)(BF-1) Question #3					
FY2016 YTD Actuals as of March 31, 2016					
Ref-PO#	Vendor	Services Provided	YTD Actuals	Outstanding Encumbrance	Estimated Expense FY16
326456	DRIVE SAFE HAWAII	CW defensive driving training	1,427.99		1,427.99
326561	MARR JONES AND WANG LLLP	Supervisor training academy	191.58	3,503.42	3,695.00
331002	DRIVE SAFE HAWAII	CW defensive driving training	698.84		698.84
332269	LM CONSULTING LLC	Supervisor training academy	1,040.00		1,040.00
333589	DRIVE SAFE HAWAII	CW defensive driving training	610.4		610.40
C5334	CHILD AND FAMILY SERVICE	CW EAP services	24,501.76	24,501.74	49,003.50
C5344	ETC SERVICES AND TRAINING	CW computer training	39,112.25	13,274.99	52,387.24
C5864	GOVERNMENTJOBS.COM INC	NEOGOV online recruitment software	41,650.00	1,666.00	43,316.00
8878	CLINICAL LABS	Non-CDL random drug testing selection	55.00		55.00
8878	CLINICAL LABS	Non-CDL random drug testing selection	55.00		55.00
JE055156	CW EQPMNT OPERATOR IV TRAINING	CW Equip Op IV training-reimburse Public Wrks	20,000.00		20,000.00
OH100263	COMPFIX LLC	Molokai video conferencing installation	463.54		463.54
OH100517	RST TRAINING CO	Supervisor training academy	520.00		520.00
OH100618	CHILD AND FAMILY SERVICE	MFD random drug testing selection	150.00		150.00
OH101127	CHILD AND FAMILY SERVICE	MFD random drug testing selection	150.00		150.00
OH101359	CHILD AND FAMILY SERVICE	Planning Dept grief counseling	2,137.50		2,137.50
	Totals		132,763.86	42,946.15	175,710.01
FY2017 Proposed - Professional Services					
	Vendor	Services Provided	Amount		
	CHILD AND FAMILY SERVICE	EAP services	49,100		
	DRIVE SAFE HAWAII	Defensive driving training	6,000		
	ETC SERVICES AND TRAINING	Computer training	52,400		
	MARR JONES AND WANG LLLP	Supervisor training academy	3,800		
	LM CONSULTING LLC	Supervisor training academy	1,100		
	RST TRAINING CO	Supervisor training academy	600		
	CW EQPMNT OPERATOR IV TRAINING	CW Equip Op IV training-reimburse Public Wrks	20,000		
	CLINICAL LABS	Non-CDL random drug testing selection	500		
	CHILD AND FAMILY SERVICE	MFD random drug testing selection	500		
	CHILD AND FAMILY SERVICE	Employee grief counseling contingency	9,560		
	Totals		143,560		