

ALAN M. ARAKAWA
Mayor



DAVID TAYLOR, P.E.
Director

PAUL J. MEYER
Deputy Director

DEPARTMENT OF WATER SUPPLY

COUNTY OF MAUI

200 SOUTH HIGH STREET
WAILUKU, MAUI, HAWAII 96793-2155
www.mauewater.org

April 15, 2016

OFFICE OF THE
COUNTY CLERK

2016 APR 15 PM 16:03

RECEIVED

Mr. Sananda K. Baz *SB*
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

APPROVED FOR TRANSMITTAL

[Signature] 4/15/16

Mayor Date

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: REQUESTS/QUESTIONS FROM THE APRIL 7, 2016 MEETING
(WS-1) (BF-1)**

Thank you for your April 7, 2016 letter regarding the above-referenced subject. The Department of Water Supply ("DWS") is transmitting for your review and offers the following responses to the Committee's questions:

Question:

1. *As stated at the meeting, all Fiscal Year 2016 Capital Improvement Projects in your Department are on schedule. Provide detailed status information on the following projects, including bid information with price, winning bidder, and brief description of the contracted work, along with project timeline: (SC/RH)*

Answer: Upcountry Fire Protection – This project is current in the design process. Project is estimated to go out to bid in June 2016. Construction work will include upsizing waterline along Holokai Road from 6 to 8 inches.

"By Water All Things Find Life"

Source, Transmission, Storage – This is a Council initiated project that did not have a specific scope. DWS is in the process of identifying appropriate projects. We are attempting to use these finds to enhance/expand other projects in the region. No bid information is available at this time.

Countywide Conservation Program – DWS is evaluating the success of projects undertaken in FY 2015. The information obtained will guide the prioritization of repair projects for FY 2016. No bid information is available at this time. DWS anticipates encumbering all funds by December 31, 2016. Scope of work includes repair of leaking pipes identified through leak detection.

Countywide Upgrades and Replacements – DWS is in the process of preparing request for proposals for the design components. Design funds will be encumbered by December 31, 2016. No bid information is available at this time for the construction components. DWS anticipates encumbering all construction funds by December 31, 2016. Scope of work includes the projects identified by proviso in the FY 2016 Budget Ordinance.

Iao Water Treatment Facility – Project's bid opening was on March 15, 2016. The winning bidder was Bodell Construction Company with a bid of \$20,733,525. Additional funding is required before the construction contract can be executed. The Department of Health has authorized additional SRF funding. DWS has submitted a budget amendment to the Council for its consideration.

Omaopio Water Tank – Construction on the project began in February 2016. The winning bidder was F&H Construction with a bid of \$6,683,000. This project is estimate to take two (2) years to complete. Construction work includes replacement of an existing 2.0 MG tank.

Lahaina Watershed Flood Control – This project is not a part of DWS's CIP program.

Question:

2. *Confirm whether the reallocation of position number WW-0200, Specialty Examiner III, SR-15D, should be from a level III to a lower-level II, as indicated on page 19-7 of the Budget Details. Provide information to support the \$9,300 increase in pay for this position. (MW)*

Answer: On Page 19-7, WW-0200 in FY 2016, the Specialty Plans Examiner III should be SR-19D at \$46,188. The FY 2017 proposal should be Specialty Plans Examiner II at SR-15F at \$42,684. It should be a

direct relationship rather than an inverse relationship. The \$9,300 increase is erroneous as there should be a \$3,504 decrease in FY 2017.

Also on Page 19-7, WW-0112, the proposal for FY 2017 should remain the same as adopted in FY 2016, as the Specialty Plans Examiner III, SR-19M at \$65,736 rather than a proposed decrease to a Specialty Plans Examiner II.

Question:

3. *Provide details on the Department's Recruitment and Retention Incentives for Water Treatment Plant Operators. Indicate whether the incentive is part of the collective bargaining agreement for this position. (EC)*

Answer: Attached is the current Supplemental Agreement for Bargaining Unit 1 for Water Treatment Plant Operator ("WTPO") I, II, III and IV and Assistant Water Treatment Plant Operations and Maintenance Supervisors. (Exhibit 1) The Supplemental Agreement is between the County of Maui and United Public Workers, dated October 29, 2015, and details the recruitment/retention incentive (RRI). We do not have WTPO I and III in DWS.

According to the Department of Personnel Services ("DPS"), the Recruitment and Retention Incentives ("RRI") is not a collective bargaining agreement matter, but because it involves funding, we have entered into the Supplemental Agreement ("SA") with the Union.

DPS provided historical background on this matter. The RRI was previously covered by Hawaii Revised Statutes ("HRS") 77-9.5, Recruitment incentives, to enhance the recruitment of persons employed or appointed to positions in a class declared to be in a shortage category and on continuous recruitment. When the Surface Water Treatment rules were established, approximately 1993, the positions were difficult to fill because of the certification requirement as there were not many people who possessed the WTPO certification. The \$400 Shortage Differential ("SD") was introduced to enhance the filling of these positions.

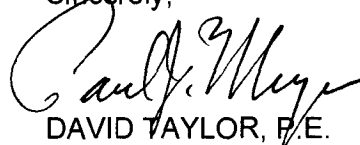
In 2000, HRS 77-9.5 was repealed by Act 253 and the language is now covered in 76-23.5, Recruitment Incentives, but the shortage language was removed. Hence, it was changed from SD to RRI.

Honorable Riki Hokama
Chair, Budget and Finance Committee
April 15, 2016
Page 4

A few years ago, DPS reviewed the salaries in the water treatment plant industry around the nation and found that the salary with the differential keeps us somewhat competitive. The \$400 RRI keeps the County of Maui in the middle range and keeps us competitive.

We hope you find this information useful. Should further clarification be necessary, please contact me at Ext. 7514.

Sincerely,



DAVID TAYLOR, P.E.
Director of Water Supply

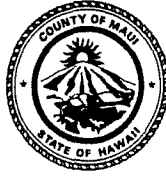
Attachments

xc: Sananda K. Baz, Budget Director
Paul J. Meyer, Deputy, Department of Water Supply
Holly Ho, Waterworks Fiscal Officer

DT:atn

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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

November 12, 2015

TO: Dave Taylor
Director of Water Supply

FROM:  Lance T. Hiromoto
Director of Personnel Services

SUBJECT: WATER TREATMENT PLANT RECRUITMENT/RETENTION
INCENTIVE SUPPLEMENT AGREEMENT – July 1, 2015- June 30, 2017

RECEIVED
2015 NOV 16 AM 11:14
DEPT. OF WATER SUPPLY
COUNTY OF MAUI

For your reference, enclosed is a copy of the fully executed supplemental agreement providing \$400 per month to selected positions assigned to the Water Treatment Plants Division, Department of Water Supply. Should you have any questions, please feel free to contact me.

LTH/cmr
Enclosure

xc: Danielle Navarro, Payroll Manager, Department of Finance

SUPPLEMENTAL AGREEMENT
BU-01

This SUPPLEMENTAL AGREEMENT is entered into this 29th day of October, 2015, by and between the County of Maui and the United Public Workers, AFSCME Local 646, AFL-CIO.


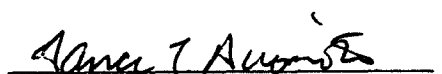
The parties agree to the following process designed to recruit and retain qualified personnel involved in being the direct responsible charge of a water treatment plant or assist in its supervision. This process provides for a recruitment/retention incentive for selected positions assigned to the Water Treatment Plants Division, Department of Water Supply.

1. A recruitment/retention incentive (RRI) of \$400 per month shall be provided to positions assigned to the following classes: Water Treatment Plant Operator I (WTPO I), BC-10, Water Treatment Plant Operator II (WTPO II), BC-11, Water Treatment Plant Operator III (WTPO III), BC-12, Water Treatment Plant Operator IV (WTPO IV), BC-13, and Assistant Water Treatment Plant Operations and Maintenance Supervisor (AWTPOMS), WS-13.
2. Employees entitled to the RRI who temporarily assign (TA) to non-RRI entitled positions shall retain the RRI for the duration of the TA.
3. The effective date of the RRI shall be July 1, 2015.
4. New hires shall be entitled to receive a pro-rated RRI for the first month of work based on their date of hire.
5. The RRI shall be included in the calculation for overtime work.
6. The RRI shall not be considered part of the employee's base pay nor included in any calculation to determine pay resulting from promotion, demotion, transfer, or other personnel movement.
7. The RRI shall be monitored periodically to determine its effectiveness, and shall expire on June 30, 2017, unless mutually extended by the parties.

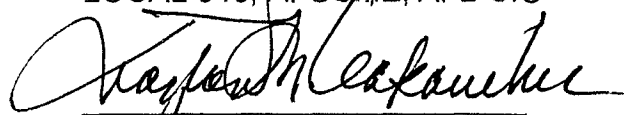
COUNTY OF MAUI



Alan M. Arakawa
Mayor


Dave Taylor
Director of Water Supply
Lance T. Hiromoto
Director of Personnel Services

UNITED PUBLIC WORKERS,
LOCAL 646, AFSCME, AFL-CIO



Dayton M. Nakanelua
State Director