

POLICE DEPARTMENT COUNTY OF MAUI



ALAN M. ARAKAWA
MAYOR
GT
OUR REFERENCE
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TIVOLI S. FAAUMU
CHIEF OF POLICE

DEAN M. RICKARD
DEPUTY CHIEF OF POLICE

April 22, 2015

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

For Transmittal to:

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

SUBJECT : FISCAL YEAR 2017 BUDGET (PD- 3) (BF-1)

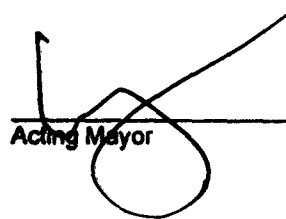
Dear Chair Hokama:

This is in response to your memorandum dated April 19, 2016 stating that:

- *It appears that base salaries and wages are overstated by \$987,752 for FY 2016, based on the Department of Personnel Services' April 8, 2016 report to Council.*

We just received a copy of this subject Department of Personnel Services Report dated April 8, 2016 and note their attempt to provide the information requested by Council and the stated limitations of the report. The DPS Salary and Wage Report totals \$40,330,164. This compare to MPD's FY 2016 Budget of \$38,122,046 for salaries and wages and \$4,369,651 which total \$42,491,691. Thus, our FY 2016 Budget is actually \$2,208,118 (\$40,330,164-\$38,122,046) less than the DPS Report. We are also unable to determine how this \$987,752 was calculated.

APPROVED FOR TRANSMITTAL


Acting Mayor
Date 4/22/16

OFFICE OF THE
COUNTY COUNCIL

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We strongly believe our FY 2016 Salary and Wage Budget as submitted and adopted by Council, is correct and accurate. It was prepared in accordance with proper and justifiable methodology and past accounting practices. We affirm that it represents our funding needs for FY 2016 Salaries and Wages. The FY 2016 Budget for Premium Pay is less than the Department's projected cost. .

The development and preparation of our FY 2016 Salary and Wage Budget included the following considerations:

- Pay rates and provisions of the Collective Bargaining Agreements for employees belonging to:
 - United Public Workers (UPW) – Unit 1
 - Hawaii Government Employee Association (HGEA) – Units 3, 4, 13
 - State of Hawaii Organization of Police Officer (SHOPO) - Unit 12
- Pay rate and provisions for employees subject to Executive Orders for:
 - Excluded Employees
 - Excluded Managerial Employees
- Salary Range and Step Levels of each incumbent employee, assigned to the specific Position Numbers determined as of September 1, 2014 for the FY 2016 Budget.
- Budgeted salaries and wages only for positions which are compensated by the General Fund.
- No budget for Salary and Wage for Non-Funded Positions:
 - Police Officer I (PD- #9001-#9100)
 - 100 Total Non-Funded Police Officer I Positions
 - Emergency Services Dispatcher I (PD-#9101-#9110)
 - 10 Total Non-Funded Emergency Services I Positions
- No General Fund Budget for Salary and Wage of Grant Funded Positions (Emergency Medical Services – DOH).
- No budget for Salary and Wages for discontinued programs such as the Police Cadet Program.
- Funding for employees paid on an hourly basis such as the School Crossing Guards and Part-Time Service Station Attendants.
- Adequate funding for positions currently vacant. But expected to be filled via intra-departmental assignments.
- Reallocations of Police Officer II to Police Officer III, and the respective step levels, for intra-departmental assignments.
- The minimum qualifications for years of service for Police Officer II, Police Sergeant, Detective, and Lieutenant which is reflected in their Salary Steps.

- Includes SHOPO Standard of Conduct Differential (SOCD) for 383 Officers which for FY 2016 is:

HOURLY	ANNUALLY	POLICE RANK
\$3.60	\$7,488	Police Officer I and Police Officer II
\$3.80	\$7,904	Police Officer II and Higher Ranks

Based on our organizational structure, our FY2016 Budget for Salary and Wage includes \$2,954,848 in SOCD pay:

SOCD	SOCD	TOTAL	POLICE RANK
\$7,488	\$7,904		
\$52,416		7	Police Officer I
\$1,108,224		141	Police Officer II
	\$814,112	103	Police Officer III
	\$703,456	89	Police Sergeant & Detective
	\$181,792	23	Police Lieutenant
	\$71,136	9	Police Captain
	\$23,712	3	Police Inspector (Assistant Chief)
\$1,160,640	\$1,794,208	382	

This very significant component, SOCD, is not included in the DPS Report

In summary, as stated and explained herein, the Department of Personnel Services Report of FY 2016 Salary and Wages do not properly represent the Police Department's Salary and Wage Budget for FY 2016. The Police Department's FY 2016 Budget for Salaries and Wages is not overstated and represents our funding needs.

If you have any questions or need further information, please let me know.

Sincerely,


 Tivoli S. Faamu
 Chief of Police