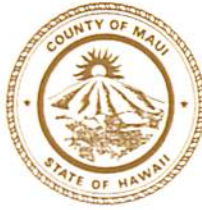


MICHAEL P. VICTORINO
Mayor

SANDY K. BAZ
Managing Director



COUNTY OF MAUI
OFFICE OF THE MAYOR
200 SOUTH HIGH STREET
WAILUKU, HI 96793



March 12, 2020

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

Dear Council Chair Lee and Council Members:

SUBJECT: APPROVAL OF COST ITEMS FOR EMPLOYEES EXCLUDED FROM
BARGAINING UNIT 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 Unit 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 Unit 04 for fiscal years 2019-2020 and 2020-2021. 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,

A handwritten signature in black ink that reads "Michael P. Victorino".

Michael P. Victorino
Mayor, County of Maui

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

COUNTY COMMUNICATION NO. 20-269

Resolution

No. _____

APPROVING COST ITEMS FOR EMPLOYEES EXCLUDED FROM
BARGAINING UNIT 4, SUPERVISORY WHITE COLLAR EMPLOYEES

WHEREAS, the Mayor, by correspondence dated March 12, 2020, to the Honorable Alice Lee, Chair, and Members of the Maui County Council, submitted cost items for Supervisory White Collar Employees excluded from Bargaining Unit 4, pursuant to Section 89C-5, Hawaii Revised Statutes; and

WHEREAS, pursuant to Chapter 89, Hawaii Revised Statutes, Council approval is required prior to payment of said cost items; and

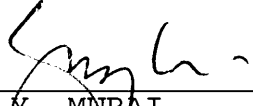
WHEREAS, a Summary of Cost Items is attached hereto and incorporated herein by reference as Exhibit "1"; now, therefore,

BE IT RESOLVED by the Council of the County of Maui:

1. That it does hereby approve the cost items as specified in Exhibit "1"; and

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

COUNTY OF MAUI
UNIT 04 (EXCLUDED)
SUMMARY OF COST ITEMS
FY 2019-20, FY 2020-21

1. Salaries

Summary includes the following increases:

A. Effective July 1, 2019:

- 1) 5.98% lump-sum payment based on June 30, 2019 annual base pay.

B. Effective July 1, 2020:

- 1) Employees on Step B move to Step C, delete Step B.
- 2) Delete SR-4.
- 3) Increase SR-5 by 11.8%; SR-6 by 9.7%; SR-7 by 7.6%; and SR-8 by 5.6%.
- 4) Increase salary schedule for SR-9 and above by 3.60%, and employees not administratively assigned and exempt included employees will receive 3.6% pay increase.

C. Effective January 1, 2021

- 1) 3.74% across-the-board increase for all employees, including employees not administratively assigned to the salary schedule and exempt included employees.

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 2020
\$ 22,025

Additional Cost
FY 2021
\$ 20,798

TOTAL COST:

FY 2020	<u>\$ 22,025</u>	FY 2021	<u>\$ 20,798</u>
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