

MICHAEL P. VICTORINO  
Mayor

SANDY K. BAZ  
Managing Director



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

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COUNTY CLERK

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 INCLUDED IN  
BARGAINING UNIT 04

In accordance with HRS Section 89-10(b), I am herewith transmitting the cost items for the two-year contract covering 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 included in 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, appearing to read "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. 20-208

# Resolution

No. \_\_\_\_\_

## APPROVING COST ITEMS FOR UNIT 4, SUPERVISORY WHITE COLLAR EMPLOYEES

WHEREAS, the Mayor, through correspondence dated March 12, 2020 to the Honorable Alice Lee, Chair, and Members of the Maui County Council has submitted cost items for Supervisory White Collar Employees included within Bargaining Unit 4, pursuant to the March 3, 2020, notice of ratification of the collective bargaining agreement; and

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

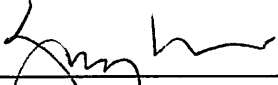
WHEREAS, a Summary of Costs Items is attached hereto and incorporated herein by reference as Exhibit "1"; now, therefore,

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

1. That it does hereby approve of 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:

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GARY Y. MURAI  
Deputy Corporation Counsel  
County of Maui

COUNTY OF MAUI  
UNIT 04 (INCLUDED)  
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  
\$ 161,622

Additional Cost  
FY 2021  
\$ 150,864

**TOTAL COST:**

**FY 2020      \$ 161,622**

**FY 2021      \$ 150,864**