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NOTICE OF PUBLICATION AND NOTICE OF PUBLIC HEARING

OFFICE OF THE COUNTY CLERK COUNTY OF KAUAI

Notice is hereby given that the Council of the County of Kaua'i will hold a public hearing on Wednesday, February 19, 2020, at 1:30 p.m., or soon thereafter, at the Council Chambers, 4396 Rice Street, Room 201, Historic County Building, Līhu'e, on the following:

Bill No. 2770

A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2019-856, AS AMENDED, RELATING TO THE OPERATING BUDGET OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I, FOR THE FISCAL YEAR JULY 1, 2019 THROUGH JUNE 30, 2020, BY REVISING THE AMOUNTS ESTIMATED IN THE SOLID WASTE FUND

This Bill proposes to amend Ordinance No. B-2019-856, as amended, relating to the Operating Budget of the County of Kaua'i, State of Hawai'i, for the Fiscal Year July 1, 2019 through June 30, 2020, by utilizing $792,000.00 from the Equity / Fund Balance – Assigned acccount and $520,000.00 from the Department of Public Works, Solid Waste Disposal, Other Services, Halehaka GCCS Repairs project, to fund Kekaha Landfill transition costs and equipment through the end of the 2019-2020 Fiscal Year, as follows: (1) Department of Public Works, Solid Waste Disposal, Other Rentals, $565,000.00, (2) Department of Public Works, Solid Waste Disposal, Other Small Equipment, $127,000.00, and (3) Department of Public Works, Solid Waste Disposal, Equipment / Leased, $620,000.00.

Bill No. 2771

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 3 BETWEEN JULY 1, 2019 AND JUNE 30, 2021

This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the Hawai'i Government Employees Association (HGEA) Bargaining Unit 3 for the period July 1, 2019 and June 30, 2021, based on an arbitrated award and in accordance with the procedures contained in Chapter 89, Hawai'i Revised Statutes (HRS), pursuant to Section 89-11 of the HRS and Section 19.13B of the Kaua'i County Charter. The terms of the Collective Bargaining Agreement were recently ratified by the employees of Bargaining Unit 3.

Bill No. 2772

A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2019-856, AS AMENDED, RELATING TO THE OPERATING BUDGET OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I, FOR THE FISCAL YEAR JULY 1, 2019 THROUGH JUNE 30, 2020, BY REVISING THE AMOUNTS ESTIMATED IN THE GENERAL FUND *(Kapa'a Swimming Pool Renovation (Operating Budget) – $750,000.00)*

This Bill proposes to amend Ordinance No. B-2019-856, as amended, relating to the Operating Budget of the County of Kaua'i, State of Hawai'i, for the Fiscal Year July 1, 2019 through June 30, 2020, by transferring $750,000.00 from the Equity / Fund Balance – Unassigned account to the General Fund-CIP for the purpose of funding renovations planned for the Kapa'a Swimming Pool. The Kapa'a Swimming Pool was constructed in the 1960's and last received a major renovation in the mid-1980's.

Bill No. 2773

A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2019-857, AS AMENDED, RELATING TO THE CAPITAL BUDGET OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I, FOR THE FISCAL YEAR JULY 1, 2019 THROUGH JUNE 30, 2020, BY REVISING THE AMOUNTS ESTIMATED IN THE GENERAL FUND-CIP *(Kapa'a Swimming Pool Renovation (Operating Budget) – $1,000,000.00)*

This Bill proposes to amend Ordinance No. B-2019-857, as amended, relating to the Capital Budget of the County of Kaua'i, State of Hawai'i, for the Fiscal Year July 1, 2019 through June 30, 2020, by transferring $750,000.00 from the General Fund and $250,000 from the Waimea / Kekaha ADA Improvements project to a new project titled Kapa'a Swimming Pool Renovation, for the purpose of funding renovations planned for the Kapa'a Swimming Pool. The Kapa'a Swimming Pool was constructed in the 1960's and last received a major renovation in the mid-1980's.

All interested persons who wish to present their comments may do so at the public hearing. Written testimony prior to the hearing would be appreciated. Written testimony can be submitted to the Office of the County Clerk, Council Services Division by mail, facsimile, or via E-mail to counciltestimony@kauai.gov. Copies of the Bills are available at the Office of the County Clerk, Council Services Division.

(The Council Committee or Council may amend these Bills at their subsequent meetings. Meeting notices are posted at least six (6) days in advance at the County Clerk's Office and the public may also testify at any of these meetings.)

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that the foregoing Bill No. 2770, Bill No. 2771, Bill No. 2772, and Bill No. 2773 were passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on January 29, 2020, by the following vote:

AYES:	Chock, Cowden, Evslin, Kagawa, Kuali'i, Kaneshiro	TOTAL – 6,
NOES:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Brun	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
January 30, 2020

/s/ Jade K. Fountain-Tanigawa
County Clerk, County of Kaua'i

NOTE: IF YOU NEED AN AUXILIARY AID/SERVICE, OTHER ACCOMMODATION DUE TO A DISABILITY, OR AN INTERPRETER FOR NON-ENGLISH SPEAKING PERSONS, PLEASE CONTACT THE OFFICE OF THE COUNTY CLERK, COUNCIL SERVICES DIVISION AT (808) 241-4188 OR COKCOUNCIL@KAUAI.GOV AS SOON AS POSSIBLE. REQUESTS MADE AS EARLY AS POSSIBLE WILL ALLOW ADEQUATE TIME TO FULFILL YOUR REQUEST.

UPON REQUEST, THIS NOTICE IS AVAILABLE IN ALTERNATE FORMATS SUCH AS LARGE PRINT, BRAILLE, OR ELECTRONIC COPY.

(One publication – The Garden Island – February 5, 2020)

ORDINANCE NO. _____ BILL NO. 2770

A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2019-856, AS AMENDED, RELATING TO THE OPERATING BUDGET OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I, FOR THE FISCAL YEAR JULY 1, 2019 THROUGH JUNE 30, 2020, BY REVISING THE AMOUNTS ESTIMATED IN THE SOLID WASTE FUND

BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I:

SECTION 1. That pursuant to Sections 19.07B and 19.10A of the Charter of the County of Kaua'i, as amended, Ordinance No. B-2019-856, as amended, relating to the Operating Budget of the County of Kaua'i, State of Hawai'i, for the Fiscal Year July 1, 2019 through June 30, 2020, be hereby amended as follows:

The sum of $1,312,000.00 by revising the amounts estimated in the Solid Waste Fund from the following accounts:

Equity / Fund Balance – Assigned	[$792,000.00]
Department of Public Works, Solid Waste Disposal Other Services, Halehaka GCCS Repairs	[$520,000.00]

Be and is hereby appropriated for the following purposes:

Department of Public Works, Solid Waste Disposal Other Rentals	$565,000.00
Department of Public Works, Solid Waste Disposal Other Small Equipment	$127,000.00
Department of Public Works, Solid Waste Disposal Equipment / Leased	$620,000.00

SECTION 2. This Ordinance shall take effect upon its approval.

Introduced by: /s/ ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

January 29, 2020

Līhu'e, Kaua'i, Hawai'i
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CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2770, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on January 29, 2020, by the following vote:

FOR PASSAGE:	Chock, Cowden, Evslin, Kagawa, Kuali'i, Kaneshiro	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Brun	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
January 30, 2020

Jade K. Fountain-Tanigawa
County Clerk, County of Kaua'i

ORDINANCE NO. _____ BILL NO. 2771

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 3 BETWEEN JULY 1, 2019 AND JUNE 30, 2021

BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I:

SECTION 1. Section 19.13.B of the Charter of the County of Kaua'i, as amended ("Charter") provides that any contract or lease requiring the payment of funds from appropriations of more than one fiscal year shall be approved by ordinance.

As such, the following cost items for Bargaining Unit ("BU") 3 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2019 through June 30, 2021:

BU-3:

A. Effective July 1, 2019, the salary schedule in effect on June 30, 2019 shall remain in effect as shown on Exhibit A.

B. Effective July 1, 2019, all Unit 3 employees shall receive a one-time lump sum payment of $2,800.

C. Effective July 1, 2019, the step movement plan shall be replaced with negotiated step movements.

D. Effective July 1, 2020, the salary increase shall be as follows as shown on draft salary schedule in Exhibit B:

- Employees on Step B through Step L move one step;
- Step B will be deleted;
- The salary scale for SR-04 to SR-08 will be increased between 2% to 10.1%;
- SR-08 employees on Step M as of June 30, 2020 shall receive a 2% one-time lump sum payment; and
- SR-09 and above employees on Step M as of June 30, 2020 and employees not administratively assigned to the salary scale shall receive a 4% one-time lump sum payment.

E. Effective January 1, 2021, the salary increase shall be as follows as shown on draft salary schedule in Exhibit C:

- 3.46% across the board (ATB) increase; and
- 3.46% across the board (ATB) increase for employees not administratively assigned to the salary scale.

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). The subsequent years' cost includes the roll over from the previous year (Exhibit D).

SECTION 2. If any provisions of this Ordinance or the application thereof to any persons or circumstance are held invalid, the invalidity does not affect other provisions or applications of the Ordinance which can be given effect without the invalid provisions or application and, to this end, the provisions of this Ordinance are severable.

SECTION 3. This Ordinance shall take effect when the Legislature of the State of Hawaii, the Maui County Council, the Honolulu City Council, the Hawai'i County Council, and the Kaua'i County Council have pursuant to HRS §89-10 (b), appropriated moneys for cost items for Bargaining Unit 3 for the period of July 1, 2019 to June 30, 2021.

Introduced by:

Arryl Kaneshiro

ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

January 29, 2020

Līhu'e, Kaua'i, Hawai'i
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CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2771, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on January 29, 2020, by the following vote:

FOR PASSAGE:	Chock, Cowden, Evslin, Kagawa, Kuali'i, Kaneshiro	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Brun	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
January 30, 2020

Jade K. Fountain-Tanigawa
County Clerk, County of Kaua'i

Exhibit A

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2019
Bargaining Unit: 03 White Collar, Non-supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR04	ANN	25,812	26,844	27,912	29,088	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720
	MON	2,151	2,237	2,326	2,424	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310
	8HR	99.28	103.28	107.36	111.84	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80
	HRLY	12.41	12.91	13.42	13.98	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10
SR05	ANN	26,844	27,912	29,088	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364
	MON	2,237	2,326	2,424	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447
	8HR	103.28	107.36	111.84	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12
	HRLY	12.91	13.42	13.98	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89
SR06	ANN	27,912	29,088	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008
	MON	2,326	2,424	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584
	8HR	107.36	111.84	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44
	HRLY	13.42	13.98	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68
SR07	ANN	29,088	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724
	MON	2,424	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727
	8HR	111.84	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00
	HRLY	13.98	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50
SR08	ANN	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476
	MON	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873
	8HR	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72
	HRLY	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34
SR09	ANN	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348
	MON	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029
	8HR	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92
	HRLY	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24
SR10	ANN	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304
	MON	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192
	8HR	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44
	HRLY	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18

Exhibit A

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2019
Bargaining Unit: 03 White Collar, Non-supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR11	ANN	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296
	MON	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358
	8HR	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12
	HRLY	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14
SR12	ANN	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432
	MON	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536
	8HR	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36
	HRLY	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17
SR13	ANN	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532
	MON	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711
	8HR	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44
	HRLY	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18
SR14	ANN	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824
	MON	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902
	8HR	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24
	HRLY	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28
SR15	ANN	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176
	MON	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098
	8HR	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28
	HRLY	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41
SR16	ANN	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612
	MON	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301
	8HR	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64
	HRLY	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58
SR17	ANN	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192
	MON	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516
	8HR	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56
	HRLY	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82

Exhibit A

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2019
Bargaining Unit: 03 White Collar, Non-supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR18	ANN	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796
	MON	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733
	8HR	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64
	HRLY	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08
SR19	ANN	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592
	MON	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966
	8HR	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36
	HRLY	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42
SR20	ANN	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508
	MON	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209
	8HR	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56
	HRLY	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82
SR21	ANN	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448
	MON	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454
	8HR	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84
	HRLY	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23
SR22	ANN	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544
	MON	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712
	8HR	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76
	HRLY	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72
SR23	ANN	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784
	MON	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982
	8HR	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24
	HRLY	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28
SR24	ANN	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156
	MON	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263
	8HR	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20
	HRLY	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90

Exhibit A

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2019
Bargaining Unit: 03 White Collar, Non-supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR25	ANN	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600
	MON	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550
	8HR	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48
	HRLY	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56
SR26	ANN	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200
	MON	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850
	8HR	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32
	HRLY	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29
SR27	ANN	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968
	MON	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164
	8HR	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80
	HRLY	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10
SR28	ANN	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964
	MON	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497
	8HR	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16
	HRLY	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02
SR29	ANN	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032
	MON	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836
	8HR	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84
	HRLY	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98
SR30	ANN	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172
	MON	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181
	8HR	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76
	HRLY	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97
SR31	ANN	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612
	MON	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551
	8HR	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80
	HRLY	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10

Exhibit A

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2019
Bargaining Unit: 03 White Collar, Non-supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SC01	ANN	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208
	MON	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934
	8HR	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48
	HRLY	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31
SC02	ANN	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208	124,020
	MON	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934	10,335
	8HR	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48	477.04
	HRLY	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31	59.63
SC03	ANN	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208	124,020	128,976
	MON	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934	10,335	10,748
	8HR	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48	477.04	496.08
	HRLY	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31	59.63	62.01

Exhibit B

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 07/01/2020
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR04	ANN	29,556	30,732	32,028	33,300	34,620	35,964	37,452	38,916	40,440	42,084	43,728
	MON	2,463	2,561	2,669	2,775	2,885	2,997	3,121	3,243	3,370	3,507	3,644
	8HR	113.68	118.24	123.20	128.08	133.12	138.32	144.08	149.68	155.52	161.84	168.16
	HRLY	14.21	14.78	15.40	16.01	16.64	17.29	18.01	18.71	19.44	20.23	21.02
SR05	ANN	30,156	31,356	32,676	33,972	35,316	36,696	38,208	39,696	41,256	42,936	44,616
	MON	2,513	2,613	2,723	2,831	2,943	3,058	3,184	3,308	3,438	3,578	3,718
	8HR	116.00	120.64	125.68	130.64	135.84	141.12	146.96	152.64	158.64	165.12	171.60
	HRLY	14.50	15.08	15.71	16.33	16.98	17.64	18.37	19.08	19.83	20.64	21.45
SR06	ANN	30,768	31,980	33,336	34,656	36,024	37,428	38,988	40,500	42,096	43,800	45,516
	MON	2,564	2,665	2,778	2,888	3,002	3,119	3,249	3,375	3,508	3,650	3,793
	8HR	118.32	123.04	128.24	133.28	138.56	143.92	149.92	155.76	161.92	168.48	175.04
	HRLY	14.79	15.38	16.03	16.66	17.32	17.99	18.74	19.47	20.24	21.06	21.88
SR07	ANN	31,380	32,628	34,008	35,352	36,756	38,184	39,768	41,316	42,948	44,688	46,440
	MON	2,615	2,719	2,834	2,946	3,063	3,182	3,314	3,443	3,579	3,724	3,870
	8HR	120.72	125.52	130.80	136.00	141.36	146.88	152.96	158.88	165.20	171.84	178.64
	HRLY	15.09	15.69	16.35	17.00	17.67	18.36	19.12	19.86	20.65	21.48	22.33
SR08	ANN	32,016	33,288	34,692	36,072	37,500	38,964	40,572	42,156	43,812	45,588	47,376
	MON	2,668	2,774	2,891	3,006	3,125	3,247	3,381	3,513	3,651	3,799	3,948
	8HR	123.12	128.00	133.44	138.72	144.24	149.84	156.08	162.16	168.48	175.36	182.24
	HRLY	15.39	16.00	16.68	17.34	18.03	18.73	19.51	20.27	21.06	21.92	22.78
SR09	ANN	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348
	MON	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029
	8HR	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92
	HRLY	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24
SR10	ANN	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304
	MON	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192
	8HR	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44
	HRLY	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18

Exhibit B

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 07/01/2020
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR11	ANN	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296
	MON	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358
	8HR	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12
	HRLY	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14
SR12	ANN	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432
	MON	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536
	8HR	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36
	HRLY	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17
SR13	ANN	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532
	MON	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711
	8HR	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44
	HRLY	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18
SR14	ANN	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824
	MON	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902
	8HR	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24
	HRLY	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28
SR15	ANN	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176
	MON	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098
	8HR	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28
	HRLY	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41
SR16	ANN	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612
	MON	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301
	8HR	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64
	HRLY	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58
SR17	ANN	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192
	MON	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516
	8HR	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56
	HRLY	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82

Exhibit B

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 07/01/2020
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR18	ANN	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796
	MON	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733
	8HR	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64
	HRLY	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08
SR19	ANN	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592
	MON	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966
	8HR	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36
	HRLY	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42
SR20	ANN	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508
	MON	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209
	8HR	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56
	HRLY	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82
SR21	ANN	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448
	MON	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454
	8HR	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84
	HRLY	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23
SR22	ANN	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544
	MON	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712
	8HR	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76
	HRLY	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72
SR23	ANN	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784
	MON	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982
	8HR	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24
	HRLY	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28
SR24	ANN	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156
	MON	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263
	8HR	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20
	HRLY	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90

Exhibit B

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 07/01/2020
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR25	ANN	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600
	MON	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550
	8HR	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48
	HRLY	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56
SR26	ANN	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200
	MON	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850
	8HR	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32
	HRLY	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29
SR27	ANN	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968
	MON	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164
	8HR	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80
	HRLY	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10
SR28	ANN	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964
	MON	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497
	8HR	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16
	HRLY	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02
SR29	ANN	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032
	MON	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836
	8HR	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84
	HRLY	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98
SR30	ANN	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172
	MON	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181
	8HR	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76
	HRLY	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97
SR31	ANN	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612
	MON	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551
	8HR	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80
	HRLY	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10

Exhibit B

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 07/01/2020
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SC01	ANN	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208
	MON	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934
	8HR	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48
	HRLY	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31
SC02	ANN	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208	124,020
	MON	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934	10,335
	8HR	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48	477.04
	HRLY	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31	59.63
SC03	ANN	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208	124,020	128,976
	MON	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934	10,335	10,748
	8HR	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48	477.04	496.08
	HRLY	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31	59.63	62.01

Exhibit C

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 01/01/2021
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR04	ANN	30,576	31,800	33,132	34,452	35,820	37,212	38,748	40,260	41,844	43,536	45,240
	MON	2,548	2,650	2,761	2,871	2,985	3,101	3,229	3,355	3,487	3,628	3,770
	8HR	117.60	122.32	127.44	132.48	137.76	143.12	149.04	154.88	160.96	167.44	174.00
	HRLY	14.70	15.29	15.93	16.56	17.22	17.89	18.63	19.36	20.12	20.93	21.75
SR05	ANN	31,200	32,436	33,804	35,148	36,540	37,968	39,528	41,064	42,684	44,424	46,164
	MON	2,600	2,703	2,817	2,929	3,045	3,164	3,294	3,422	3,557	3,702	3,847
	8HR	120.00	124.72	130.00	135.20	140.56	146.00	152.00	157.92	164.16	170.88	177.52
	HRLY	15.00	15.59	16.25	16.90	17.57	18.25	19.00	19.74	20.52	21.36	22.19
SR06	ANN	31,836	33,084	34,488	35,856	37,272	38,724	40,332	41,904	43,548	45,312	47,088
	MON	2,653	2,757	2,874	2,988	3,106	3,227	3,361	3,492	3,629	3,776	3,924
	8HR	122.48	127.28	132.64	137.92	143.36	148.96	155.12	161.20	167.52	174.24	181.12
	HRLY	15.31	15.91	16.58	17.24	17.92	18.62	19.39	20.15	20.94	21.78	22.64
SR07	ANN	32,460	33,756	35,184	36,576	38,028	39,504	41,148	42,744	44,436	46,236	48,048
	MON	2,705	2,813	2,932	3,048	3,169	3,292	3,429	3,562	3,703	3,853	4,004
	8HR	124.88	129.84	135.36	140.64	146.24	151.92	158.24	164.40	170.88	177.84	184.80
	HRLY	15.61	16.23	16.92	17.58	18.28	18.99	19.78	20.55	21.36	22.23	23.10
SR08	ANN	33,120	34,440	35,892	37,320	38,796	40,308	41,976	43,620	45,324	47,160	49,020
	MON	2,760	2,870	2,991	3,110	3,233	3,359	3,498	3,635	3,777	3,930	4,085
	8HR	127.36	132.48	138.08	143.52	149.20	155.04	161.44	167.76	174.32	181.36	188.56
	HRLY	15.92	16.56	17.26	17.94	18.65	19.38	20.18	20.97	21.79	22.67	23.57
SR09	ANN	33,792	35,196	36,564	38,004	39,540	41,100	42,792	44,496	46,272	48,084	50,016
	MON	2,816	2,933	3,047	3,167	3,295	3,425	3,566	3,708	3,856	4,007	4,168
	8HR	130.00	135.36	140.64	146.16	152.08	158.08	164.56	171.12	178.00	184.96	192.40
	HRLY	16.25	16.92	17.58	18.27	19.01	19.76	20.57	21.39	22.25	23.12	24.05
SR10	ANN	35,196	36,564	38,004	39,540	41,100	42,792	44,496	46,272	48,084	50,016	52,044
	MON	2,933	3,047	3,167	3,295	3,425	3,566	3,708	3,856	4,007	4,168	4,337
	8HR	135.36	140.64	146.16	152.08	158.08	164.56	171.12	178.00	184.96	192.40	200.16
	HRLY	16.92	17.58	18.27	19.01	19.76	20.57	21.39	22.25	23.12	24.05	25.02

Exhibit C

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 01/01/2021
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR11	ANN	36,564	38,004	39,540	41,100	42,792	44,496	46,272	48,084	50,016	52,044	54,108
	MON	3,047	3,167	3,295	3,425	3,566	3,708	3,856	4,007	4,168	4,337	4,509
	8HR	140.64	146.16	152.08	158.08	164.56	171.12	178.00	184.96	192.40	200.16	208.08
	HRLY	17.58	18.27	19.01	19.76	20.57	21.39	22.25	23.12	24.05	25.02	26.01
SR12	ANN	38,004	39,540	41,100	42,792	44,496	46,272	48,084	50,016	52,044	54,108	56,316
	MON	3,167	3,295	3,425	3,566	3,708	3,856	4,007	4,168	4,337	4,509	4,693
	8HR	146.16	152.08	158.08	164.56	171.12	178.00	184.96	192.40	200.16	208.08	216.64
	HRLY	18.27	19.01	19.76	20.57	21.39	22.25	23.12	24.05	25.02	26.01	27.08
SR13	ANN	39,540	41,100	42,792	44,496	46,272	48,084	50,016	52,044	54,108	56,316	58,488
	MON	3,295	3,425	3,566	3,708	3,856	4,007	4,168	4,337	4,509	4,693	4,874
	8HR	152.08	158.08	164.56	171.12	178.00	184.96	192.40	200.16	208.08	216.64	224.96
	HRLY	19.01	19.76	20.57	21.39	22.25	23.12	24.05	25.02	26.01	27.08	28.12
SR14	ANN	41,100	42,792	44,496	46,272	48,084	50,016	52,044	54,108	56,316	58,488	60,864
	MON	3,425	3,566	3,708	3,856	4,007	4,168	4,337	4,509	4,693	4,874	5,072
	8HR	158.08	164.56	171.12	178.00	184.96	192.40	200.16	208.08	216.64	224.96	234.08
	HRLY	19.76	20.57	21.39	22.25	23.12	24.05	25.02	26.01	27.08	28.12	29.26
SR15	ANN	42,792	44,496	46,272	48,084	50,016	52,044	54,108	56,316	58,488	60,864	63,288
	MON	3,566	3,708	3,856	4,007	4,168	4,337	4,509	4,693	4,874	5,072	5,274
	8HR	164.56	171.12	178.00	184.96	192.40	200.16	208.08	216.64	224.96	234.08	243.44
	HRLY	20.57	21.39	22.25	23.12	24.05	25.02	26.01	27.08	28.12	29.26	30.43
SR16	ANN	44,496	46,272	48,084	50,016	52,044	54,108	56,316	58,488	60,864	63,288	65,808
	MON	3,708	3,856	4,007	4,168	4,337	4,509	4,693	4,874	5,072	5,274	5,484
	8HR	171.12	178.00	184.96	192.40	200.16	208.08	216.64	224.96	234.08	243.44	253.12
	HRLY	21.39	22.25	23.12	24.05	25.02	26.01	27.08	28.12	29.26	30.43	31.64
SR17	ANN	46,272	48,084	50,016	52,044	54,108	56,316	58,488	60,864	63,288	65,808	68,484
	MON	3,856	4,007	4,168	4,337	4,509	4,693	4,874	5,072	5,274	5,484	5,707
	8HR	178.00	184.96	192.40	200.16	208.08	216.64	224.96	234.08	243.44	253.12	263.44
	HRLY	22.25	23.12	24.05	25.02	26.01	27.08	28.12	29.26	30.43	31.64	32.93

Exhibit C

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 01/01/2021
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR18	ANN	48,084	50,016	52,044	54,108	56,316	58,488	60,864	63,288	65,808	68,484	71,172
	MON	4,007	4,168	4,337	4,509	4,693	4,874	5,072	5,274	5,484	5,707	5,931
	8HR	184.96	192.40	200.16	208.08	216.64	224.96	234.08	243.44	253.12	263.44	273.76
	HRLY	23.12	24.05	25.02	26.01	27.08	28.12	29.26	30.43	31.64	32.93	34.22
SR19	ANN	50,016	52,044	54,108	56,316	58,488	60,864	63,288	65,808	68,484	71,172	74,064
	MON	4,168	4,337	4,509	4,693	4,874	5,072	5,274	5,484	5,707	5,931	6,172
	8HR	192.40	200.16	208.08	216.64	224.96	234.08	243.44	253.12	263.44	273.76	284.88
	HRLY	24.05	25.02	26.01	27.08	28.12	29.26	30.43	31.64	32.93	34.22	35.61
SR20	ANN	52,044	54,108	56,316	58,488	60,864	63,288	65,808	68,484	71,172	74,064	77,088
	MON	4,337	4,509	4,693	4,874	5,072	5,274	5,484	5,707	5,931	6,172	6,424
	8HR	200.16	208.08	216.64	224.96	234.08	243.44	253.12	263.44	273.76	284.88	296.48
	HRLY	25.02	26.01	27.08	28.12	29.26	30.43	31.64	32.93	34.22	35.61	37.06
SR21	ANN	54,108	56,316	58,488	60,864	63,288	65,808	68,484	71,172	74,064	77,088	80,124
	MON	4,509	4,693	4,874	5,072	5,274	5,484	5,707	5,931	6,172	6,424	6,677
	8HR	208.08	216.64	224.96	234.08	243.44	253.12	263.44	273.76	284.88	296.48	308.16
	HRLY	26.01	27.08	28.12	29.26	30.43	31.64	32.93	34.22	35.61	37.06	38.52
SR22	ANN	56,316	58,488	60,864	63,288	65,808	68,484	71,172	74,064	77,088	80,124	83,328
	MON	4,693	4,874	5,072	5,274	5,484	5,707	5,931	6,172	6,424	6,677	6,944
	8HR	216.64	224.96	234.08	243.44	253.12	263.44	273.76	284.88	296.48	308.16	320.48
	HRLY	27.08	28.12	29.26	30.43	31.64	32.93	34.22	35.61	37.06	38.52	40.06
SR23	ANN	58,488	60,864	63,288	65,808	68,484	71,172	74,064	77,088	80,124	83,328	86,688
	MON	4,874	5,072	5,274	5,484	5,707	5,931	6,172	6,424	6,677	6,944	7,224
	8HR	224.96	234.08	243.44	253.12	263.44	273.76	284.88	296.48	308.16	320.48	333.44
	HRLY	28.12	29.26	30.43	31.64	32.93	34.22	35.61	37.06	38.52	40.06	41.68
SR24	ANN	60,864	63,288	65,808	68,484	71,172	74,064	77,088	80,124	83,328	86,688	90,168
	MON	5,072	5,274	5,484	5,707	5,931	6,172	6,424	6,677	6,944	7,224	7,514
	8HR	234.08	243.44	253.12	263.44	273.76	284.88	296.48	308.16	320.48	333.44	346.80
	HRLY	29.26	30.43	31.64	32.93	34.22	35.61	37.06	38.52	40.06	41.68	43.35

Exhibit C

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 01/01/2021
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR25	ANN	63,288	65,808	68,484	71,172	74,064	77,088	80,124	83,328	86,688	90,168	93,732
	MON	5,274	5,484	5,707	5,931	6,172	6,424	6,677	6,944	7,224	7,514	7,811
	8HR	243.44	253.12	263.44	273.76	284.88	296.48	308.16	320.48	333.44	346.80	360.48
	HRLY	30.43	31.64	32.93	34.22	35.61	37.06	38.52	40.06	41.68	43.35	45.06
SR26	ANN	65,808	68,484	71,172	74,064	77,088	80,124	83,328	86,688	90,168	93,732	97,464
	MON	5,484	5,707	5,931	6,172	6,424	6,677	6,944	7,224	7,514	7,811	8,122
	8HR	253.12	263.44	273.76	284.88	296.48	308.16	320.48	333.44	346.80	360.48	374.88
	HRLY	31.64	32.93	34.22	35.61	37.06	38.52	40.06	41.68	43.35	45.06	46.86
SR27	ANN	68,484	71,172	74,064	77,088	80,124	83,328	86,688	90,168	93,732	97,464	101,352
	MON	5,707	5,931	6,172	6,424	6,677	6,944	7,224	7,514	7,811	8,122	8,446
	8HR	263.44	273.76	284.88	296.48	308.16	320.48	333.44	346.80	360.48	374.88	389.84
	HRLY	32.93	34.22	35.61	37.06	38.52	40.06	41.68	43.35	45.06	46.86	48.73
SR28	ANN	71,172	74,064	77,088	80,124	83,328	86,688	90,168	93,732	97,464	101,352	105,492
	MON	5,931	6,172	6,424	6,677	6,944	7,224	7,514	7,811	8,122	8,446	8,791
	8HR	273.76	284.88	296.48	308.16	320.48	333.44	346.80	360.48	374.88	389.84	405.76
	HRLY	34.22	35.61	37.06	38.52	40.06	41.68	43.35	45.06	46.86	48.73	50.72
SR29	ANN	74,064	77,088	80,124	83,328	86,688	90,168	93,732	97,464	101,352	105,492	109,704
	MON	6,172	6,424	6,677	6,944	7,224	7,514	7,811	8,122	8,446	8,791	9,142
	8HR	284.88	296.48	308.16	320.48	333.44	346.80	360.48	374.88	389.84	405.76	421.92
	HRLY	35.61	37.06	38.52	40.06	41.68	43.35	45.06	46.86	48.73	50.72	52.74
SR30	ANN	77,088	80,124	83,328	86,688	90,168	93,732	97,464	101,352	105,492	109,704	113,988
	MON	6,424	6,677	6,944	7,224	7,514	7,811	8,122	8,446	8,791	9,142	9,499
	8HR	296.48	308.16	320.48	333.44	346.80	360.48	374.88	389.84	405.76	421.92	438.40
	HRLY	37.06	38.52	40.06	41.68	43.35	45.06	46.86	48.73	50.72	52.74	54.80
SR31	ANN	80,124	83,328	86,688	90,168	93,732	97,464	101,352	105,492	109,704	113,988	118,572
	MON	6,677	6,944	7,224	7,514	7,811	8,122	8,446	8,791	9,142	9,499	9,881
	8HR	308.16	320.48	333.44	346.80	360.48	374.88	389.84	405.76	421.92	438.40	456.08
	HRLY	38.52	40.06	41.68	43.35	45.06	46.86	48.73	50.72	52.74	54.80	57.01

Exhibit C

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE
DRAFT

Effective Date: 01/01/2021
Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SC01	ANN	83,328	86,688	90,168	93,732	97,464	101,352	105,492	109,704	113,988	118,572	123,336
	MON	6,944	7,224	7,514	7,811	8,122	8,446	8,791	9,142	9,499	9,881	10,278
	8HR	320.48	333.44	346.80	360.48	374.88	389.84	405.76	421.92	438.40	456.08	474.40
	HRLY	40.06	41.68	43.35	45.06	46.86	48.73	50.72	52.74	54.80	57.01	59.30
SC02	ANN	86,688	90,168	93,732	97,464	101,352	105,492	109,704	113,988	118,572	123,336	128,316
	MON	7,224	7,514	7,811	8,122	8,446	8,791	9,142	9,499	9,881	10,278	10,693
	8HR	333.44	346.80	360.48	374.88	389.84	405.76	421.92	438.40	456.08	474.40	493.52
	HRLY	41.68	43.35	45.06	46.86	48.73	50.72	52.74	54.80	57.01	59.30	61.69
SC03	ANN	90,168	93,732	97,464	101,352	105,492	109,704	113,988	118,572	123,336	128,316	133,440
	MON	7,514	7,811	8,122	8,446	8,791	9,142	9,499	9,881	10,278	10,693	11,120
	8HR	346.80	360.48	374.88	389.84	405.76	421.92	438.40	456.08	474.40	493.52	513.20
	HRLY	43.35	45.06	46.86	48.73	50.72	52.74	54.80	57.01	59.30	61.69	64.15

Exhibit D

County of Kauai
Bargaining Unit 3
Contract Period: July 1, 2019 to June 30, 2021

BU-3		
FY	2020	2021
Included	639,050	638,734
Excluded	119,665	138,643
Total	758,715	777,377

GRAND TOTAL	758,715	1,536,092

ORDINANCE NO. _____ BILL NO. 2772

A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2019-856, AS AMENDED, RELATING TO THE OPERATING BUDGET OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I, FOR THE FISCAL YEAR JULY 1, 2019 THROUGH JUNE 30, 2020, BY REVISING THE AMOUNTS ESTIMATED IN THE GENERAL FUND

BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I:

SECTION 1. That pursuant to Sections 19.07B and 19.10A of the Charter of the County of Kaua'i, as amended, Ordinance No. B-2019-856, as amended, relating to the Operating Budget of the County of Kaua'i, State of Hawai'i, for the Fiscal Year July 1, 2019 through June 30, 2020, be hereby amended as follows:

The sum of $750,000.00 by revising the amounts estimated in the General Fund from the following account:

Equity / Fund Balance – Unassigned [$750,000.00]

Be and is hereby appropriated for the following purpose:

Equity / Contribution To / From Capital Improvement Projects $750,000.00
Contribution To General Fund-CIP

SECTION 2. This Ordinance shall take effect upon its approval.

Introduced by:

Arryl Kaneshiro

ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

January 29, 2020

Līhu'e, Kaua'i, Hawai'i
V:\BILLS\2018-2020 TERM\Kapaa Swimming Pool RenovationsAK_CNT_ks.doc

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2772, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on January 29, 2020, by the following vote:

FOR PASSAGE:	Chock, Cowden, Evslin, Kagawa, Kuali'i, Kaneshiro	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Brun	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
January 30, 2020

Jade K. Fountain-Tanigawa
County Clerk, County of Kaua'i

ORDINANCE NO. _____ BILL NO. 2773

A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2019-857, AS AMENDED, RELATING TO THE CAPITAL BUDGET OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I, FOR THE FISCAL YEAR JULY 1, 2019 THROUGH JUNE 30, 2020, BY REVISING THE AMOUNTS ESTIMATED IN THE GENERAL FUND-CIP

BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUA'I, STATE OF HAWAI'I:

SECTION 1. That pursuant to Sections 19.07B and 19.10A of the Charter of the County of Kaua'i, as amended, Ordinance No. B-2019-857, as amended, relating to the Capital Budget of the County of Kaua'i, State of Hawai'i, for the Fiscal Year July 1, 2019 through June 30, 2020, be hereby amended as follows:

The sum of $1,000,000.00 by revising the amounts estimated in the General Fund-CIP from the following accounts:

Equity / Contributions To / From Capital Improvement Projects [$750,000.00]
Contribution From General Fund

Waimea / Kekaha ADA Improvements [$250,000.00]

Be and is hereby appropriated for the following purpose:

Kapa'a Swimming Pool Renovation *NEW* $1,000,000.00

SECTION 2. This Ordinance shall take effect upon its approval.

Introduced by:

ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

January 29, 2020

Līhu'e, Kaua'i, Hawai'i

V:\BILLS\2018-2020 TERM\Capital Budget Money Bill - Kapaa Swimming Pool Renovations AK-CNT_lc.doc

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2773, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on January 29, 2020, by the following vote:

FOR PASSAGE:	Chock, Cowden, Evslin, Kagawa, Kuali'i, Kaneshiro	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Brun	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
January 30, 2020

Jade K. Fountain-Tanigawa
County Clerk, County of Kaua'i