

OFFICE OF
THE COUNTY CLERK
COUNTY OF KAUAI

NOTICE OF PUBLICATION AND NOTICE OF PUBLIC HEARING

Notice is hereby given that the Council of the County of Kaua'i will hold a public hearing on Wednesday, December 4, 2019, at 1:30 p.m., or soon thereafter, at the Council Chambers, 4396 Rice Street, Room 201, Historic County Building, Lihu'e, on the following:

Bill No. 2763

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 13 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 13 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 13.

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 Bill are available at the Office of the County Clerk, Council Services Division.

(The Council Committee or Council may amend this Bill 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. 2763 was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on November 6, 2019, by the following vote:

AYES: Chock, Cowden, Evslin, Kagawa, Kualii, Kaneshiro	TOTAL - 6,
NOES: None	TOTAL - 0,
EXCUSED & NOT VOTING: Brun	TOTAL - 1,
RECUSED & NOT VOTING: None	TOTAL - 0.

Lihu'e, Hawai'i
November 6, 2019

/s/ Scott K. Sato
Deputy 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 - November 13, 2019)

**A BILL FOR AN ORDINANCE APPROVING A
COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 13
BETWEEN JULY 1, 2019 AND JUNE 30, 2021**

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

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") 13 under Hawaii Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2019 through June 30, 2021:

BU-13:

A. Salary increase shall be as follows effective July 1, 2019 as shown on draft salary schedule in Exhibit A:

- Continue step movement plan;
- 2.15% across the board (ATB) increase; and
- \$750 lump sum payment for those not eligible for a step movement in the contract period

B. Salary increase shall be as follows effective July 1, 2020 as shown on draft salary schedule in Exhibit B:

- Continue step movement plan;
- 2.03% across the board (ATB) increase; and
- \$750 lump sum payment for those not eligible for a step movement in the contract period

C. Effective July 1, 2020, the uniform maintenance allowance shall be as follows:

- Full Uniform: \$25.00
- Button shirt, trousers, or jacket: \$15.00
- T-shirt and/or shorts: \$10.00

D. Effective July 1, 2020, the meal allowance shall be as follows:

- Breakfast: \$8.00
- Lunch: \$10.00
- Dinner: \$12.00

E. Effective July 1, 2020, employees on standby may earn up to two (2) twenty-five percent (25%) payments for standby work per calendar day.

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 C).

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 Hawai'i, 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 13 for the period of July 1, 2019 to June 30, 2021.

Introduced by:



ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

November 6, 2019

Lihu'e, Kaua'i, Hawai'i

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State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

DRAFT

Effective Date: 07/01/2019

Bargaining Unit: 13 Professional and Scientific Employees

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR12	ANN	36,540	38,064	39,588	41,136	42,756	44,472	46,260				
	MON	3,045	3,172	3,299	3,428	3,563	3,706	3,855				
	8HR	140.56	146.40	152.24	158.24	164.48	171.04	177.92				
	HRLY	17.57	18.30	19.03	19.78	20.56	21.38	22.24				
SR13	ANN	38,064	39,588	41,136	42,756	44,472	46,260	48,108				
	MON	3,172	3,299	3,428	3,563	3,706	3,855	4,009				
	8HR	146.40	152.24	158.24	164.48	171.04	177.92	185.04				
	HRLY	18.30	19.03	19.78	20.56	21.38	22.24	23.13				
SR14	ANN	39,588	41,136	42,756	44,472	46,260	48,108	50,004				
	MON	3,299	3,428	3,563	3,706	3,855	4,009	4,167				
	8HR	152.24	158.24	164.48	171.04	177.92	185.04	192.32				
	HRLY	19.03	19.78	20.56	21.38	22.24	23.13	24.04				
SR15	ANN	41,136	42,756	44,472	46,260	48,108	50,004	52,008	54,096			
	MON	3,428	3,563	3,706	3,855	4,009	4,167	4,334	4,508			
	8HR	158.24	164.48	171.04	177.92	185.04	192.32	200.00	208.08			
	HRLY	19.78	20.56	21.38	22.24	23.13	24.04	25.00	26.01			
SR16	ANN	42,756	44,472	46,260	48,108	50,004	52,008	54,096	56,280	58,560	60,900	63,336
	MON	3,563	3,706	3,855	4,009	4,167	4,334	4,508	4,690	4,880	5,075	5,278
	8HR	164.48	171.04	177.92	185.04	192.32	200.00	208.08	216.48	225.20	234.24	243.60
	HRLY	20.56	21.38	22.24	23.13	24.04	25.00	26.01	27.06	28.15	29.28	30.45
SR17	ANN	44,472	46,260	48,108	50,004	52,008	54,096	56,280	58,560	60,900	63,336	65,868
	MON	3,706	3,855	4,009	4,167	4,334	4,508	4,690	4,880	5,075	5,278	5,489
	8HR	171.04	177.92	185.04	192.32	200.00	208.08	216.48	225.20	234.24	243.60	253.36
	HRLY	21.38	22.24	23.13	24.04	25.00	26.01	27.06	28.15	29.28	30.45	31.67
SR18	ANN	46,260	48,108	50,004	52,008	54,096	56,280	58,560	60,900	63,336	65,868	68,484
	MON	3,855	4,009	4,167	4,334	4,508	4,690	4,880	5,075	5,278	5,489	5,707
	8HR	177.92	185.04	192.32	200.00	208.08	216.48	225.20	234.24	243.60	253.36	263.44
	HRLY	22.24	23.13	24.04	25.00	26.01	27.06	28.15	29.28	30.45	31.67	32.93
SR19	ANN	48,108	50,004	52,008	54,096	56,280	58,560	60,900	63,336	65,868	68,484	71,232
	MON	4,009	4,167	4,334	4,508	4,690	4,880	5,075	5,278	5,489	5,707	5,936
	8HR	185.04	192.32	200.00	208.08	216.48	225.20	234.24	243.60	253.36	263.44	274.00
	HRLY	23.13	24.04	25.00	26.01	27.06	28.15	29.28	30.45	31.67	32.93	34.25

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

DRAFT

Effective Date: 07/01/2019

Bargaining Unit: 13 Professional and Scientific Employees

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR20	ANN	50,004	52,008	54,096	56,280	58,560	60,900	63,336	65,868	68,484	71,232	74,088
	MON	4,167	4,334	4,508	4,690	4,880	5,075	5,278	5,489	5,707	5,936	6,174
	8HR	192.32	200.00	208.08	216.48	225.20	234.24	243.60	253.36	263.44	274.00	284.96
	HRLY	24.04	25.00	26.01	27.06	28.15	29.28	30.45	31.67	32.93	34.25	35.62
SR21	ANN	52,008	54,096	56,280	58,560	60,900	63,336	65,868	68,484	71,232	74,088	77,052
	MON	4,334	4,508	4,690	4,880	5,075	5,278	5,489	5,707	5,936	6,174	6,421
	8HR	200.00	208.08	216.48	225.20	234.24	243.60	253.36	263.44	274.00	284.96	296.32
	HRLY	25.00	26.01	27.06	28.15	29.28	30.45	31.67	32.93	34.25	35.62	37.04
SR22	ANN	54,096	56,280	58,560	60,900	63,336	65,868	68,484	71,232	74,088	77,052	80,112
	MON	4,508	4,690	4,880	5,075	5,278	5,489	5,707	5,936	6,174	6,421	6,676
	8HR	208.08	216.48	225.20	234.24	243.60	253.36	263.44	274.00	284.96	296.32	308.16
	HRLY	26.01	27.06	28.15	29.28	30.45	31.67	32.93	34.25	35.62	37.04	38.52
SR23	ANN	56,280	58,560	60,900	63,336	65,868	68,484	71,232	74,088	77,052	80,112	83,340
	MON	4,690	4,880	5,075	5,278	5,489	5,707	5,936	6,174	6,421	6,676	6,945
	8HR	216.48	225.20	234.24	243.60	253.36	263.44	274.00	284.96	296.32	308.16	320.56
	HRLY	27.06	28.15	29.28	30.45	31.67	32.93	34.25	35.62	37.04	38.52	40.07
SR24	ANN	60,900	63,336	65,868	68,484	71,232	74,088	77,052	80,112	83,340	86,700	90,144
	MON	5,075	5,278	5,489	5,707	5,936	6,174	6,421	6,676	6,945	7,225	7,512
	8HR	234.24	243.60	253.36	263.44	274.00	284.96	296.32	308.16	320.56	333.44	346.72
	HRLY	29.28	30.45	31.67	32.93	34.25	35.62	37.04	38.52	40.07	41.68	43.34
SR25	ANN	63,336	65,868	68,484	71,232	74,088	77,052	80,112	83,340	86,700	90,144	93,744
	MON	5,278	5,489	5,707	5,936	6,174	6,421	6,676	6,945	7,225	7,512	7,812
	8HR	243.60	253.36	263.44	274.00	284.96	296.32	308.16	320.56	333.44	346.72	360.56
	HRLY	30.45	31.67	32.93	34.25	35.62	37.04	38.52	40.07	41.68	43.34	45.07
SR26	ANN	65,868	68,484	71,232	74,088	77,052	80,112	83,340	86,700	90,144	93,744	97,488
	MON	5,489	5,707	5,936	6,174	6,421	6,676	6,945	7,225	7,512	7,812	8,124
	8HR	253.36	263.44	274.00	284.96	296.32	308.16	320.56	333.44	346.72	360.56	374.96
	HRLY	31.67	32.93	34.25	35.62	37.04	38.52	40.07	41.68	43.34	45.07	46.87
SR27	ANN	68,484	71,232	74,088	77,052	80,112	83,340	86,700	90,144	93,744	97,488	101,400
	MON	5,707	5,936	6,174	6,421	6,676	6,945	7,225	7,512	7,812	8,124	8,450
	8HR	263.44	274.00	284.96	296.32	308.16	320.56	333.44	346.72	360.56	374.96	390.00
	HRLY	32.93	34.25	35.62	37.04	38.52	40.07	41.68	43.34	45.07	46.87	48.75

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

DRAFT

Effective Date: 07/01/2019

Bargaining Unit: 13 Professional and Scientific Employees

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR28	ANN	74,088	77,052	80,112	83,340	86,700	90,144	93,744	97,488	101,400	105,456	109,668
	MON	6,174	6,421	6,676	6,945	7,225	7,512	7,812	8,124	8,450	8,788	9,139
	8HR	284.96	296.32	308.16	320.56	333.44	346.72	360.56	374.96	390.00	405.60	421.84
	HRLY	35.62	37.04	38.52	40.07	41.68	43.34	45.07	46.87	48.75	50.70	52.73
SR29	ANN	77,052	80,112	83,340	86,700	90,144	93,744	97,488	101,400	105,456	109,668	114,072
	MON	6,421	6,676	6,945	7,225	7,512	7,812	8,124	8,450	8,788	9,139	9,506
	8HR	296.32	308.16	320.56	333.44	346.72	360.56	374.96	390.00	405.60	421.84	438.72
	HRLY	37.04	38.52	40.07	41.68	43.34	45.07	46.87	48.75	50.70	52.73	54.84
SR30	ANN	80,112	83,340	86,700	90,144	93,744	97,488	101,400	105,456	109,668	114,072	118,608
	MON	6,676	6,945	7,225	7,512	7,812	8,124	8,450	8,788	9,139	9,506	9,884
	8HR	308.16	320.56	333.44	346.72	360.56	374.96	390.00	405.60	421.84	438.72	456.16
	HRLY	38.52	40.07	41.68	43.34	45.07	46.87	48.75	50.70	52.73	54.84	57.02
SR31	ANN	83,340	86,700	90,144	93,744	97,488	101,400	105,456	109,668	114,072	118,608	123,348
	MON	6,945	7,225	7,512	7,812	8,124	8,450	8,788	9,139	9,506	9,884	10,279
	8HR	320.56	333.44	346.72	360.56	374.96	390.00	405.60	421.84	438.72	456.16	474.40
	HRLY	40.07	41.68	43.34	45.07	46.87	48.75	50.70	52.73	54.84	57.02	59.30
SC01	ANN	86,700	90,144	93,744	97,488	101,400	105,456	109,668	114,072	118,608	123,348	128,292
	MON	7,225	7,512	7,812	8,124	8,450	8,788	9,139	9,506	9,884	10,279	10,691
	8HR	333.44	346.72	360.56	374.96	390.00	405.60	421.84	438.72	456.16	474.40	493.44
	HRLY	41.68	43.34	45.07	46.87	48.75	50.70	52.73	54.84	57.02	59.30	61.68
SC02	ANN	90,144	93,744	97,488	101,400	105,456	109,668	114,072	118,608	123,348	128,292	133,428
	MON	7,512	7,812	8,124	8,450	8,788	9,139	9,506	9,884	10,279	10,691	11,119
	8HR	346.72	360.56	374.96	390.00	405.60	421.84	438.72	456.16	474.40	493.44	513.20
	HRLY	43.34	45.07	46.87	48.75	50.70	52.73	54.84	57.02	59.30	61.68	64.15
SC03	ANN	93,744	97,488	101,400	105,456	109,668	114,072	118,608	123,348	128,292	133,428	138,756
	MON	7,812	8,124	8,450	8,788	9,139	9,506	9,884	10,279	10,691	11,119	11,563
	8HR	360.56	374.96	390.00	405.60	421.84	438.72	456.16	474.40	493.44	513.20	533.68
	HRLY	45.07	46.87	48.75	50.70	52.73	54.84	57.02	59.30	61.68	64.15	66.71

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

DRAFT

Effective Date: 07/01/2020

Bargaining Unit: 13 Professional and Scientific Employees

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR12	ANN	37,284	38,832	40,392	41,976	43,620	45,372	47,196				
	MON	3,107	3,236	3,366	3,498	3,635	3,781	3,933				
	8HR	143.44	149.36	155.36	161.44	167.76	174.48	181.52				
	HRLY	17.93	18.67	19.42	20.18	20.97	21.81	22.69				
SR13	ANN	38,832	40,392	41,976	43,620	45,372	47,196	49,080				
	MON	3,236	3,366	3,498	3,635	3,781	3,933	4,090				
	8HR	149.36	155.36	161.44	167.76	174.48	181.52	188.80				
	HRLY	18.67	19.42	20.18	20.97	21.81	22.69	23.60				
SR14	ANN	40,392	41,976	43,620	45,372	47,196	49,080	51,024				
	MON	3,366	3,498	3,635	3,781	3,933	4,090	4,252				
	8HR	155.36	161.44	167.76	174.48	181.52	188.80	196.24				
	HRLY	19.42	20.18	20.97	21.81	22.69	23.60	24.53				
SR15	ANN	41,976	43,620	45,372	47,196	49,080	51,024	53,064	55,200			
	MON	3,498	3,635	3,781	3,933	4,090	4,252	4,422	4,600			
	8HR	161.44	167.76	174.48	181.52	188.80	196.24	204.08	212.32			
	HRLY	20.18	20.97	21.81	22.69	23.60	24.53	25.51	26.54			
SR16	ANN	43,620	45,372	47,196	49,080	51,024	53,064	55,200	57,420	59,748	62,136	64,620
	MON	3,635	3,781	3,933	4,090	4,252	4,422	4,600	4,785	4,979	5,178	5,385
	8HR	167.76	174.48	181.52	188.80	196.24	204.08	212.32	220.88	229.84	238.96	248.56
	HRLY	20.97	21.81	22.69	23.60	24.53	25.51	26.54	27.61	28.73	29.87	31.07
SR17	ANN	45,372	47,196	49,080	51,024	53,064	55,200	57,420	59,748	62,136	64,620	67,200
	MON	3,781	3,933	4,090	4,252	4,422	4,600	4,785	4,979	5,178	5,385	5,600
	8HR	174.48	181.52	188.80	196.24	204.08	212.32	220.88	229.84	238.96	248.56	258.48
	HRLY	21.81	22.69	23.60	24.53	25.51	26.54	27.61	28.73	29.87	31.07	32.31
SR18	ANN	47,196	49,080	51,024	53,064	55,200	57,420	59,748	62,136	64,620	67,200	69,876
	MON	3,933	4,090	4,252	4,422	4,600	4,785	4,979	5,178	5,385	5,600	5,823
	8HR	181.52	188.80	196.24	204.08	212.32	220.88	229.84	238.96	248.56	258.48	268.72
	HRLY	22.69	23.60	24.53	25.51	26.54	27.61	28.73	29.87	31.07	32.31	33.59
SR19	ANN	49,080	51,024	53,064	55,200	57,420	59,748	62,136	64,620	67,200	69,876	72,684
	MON	4,090	4,252	4,422	4,600	4,785	4,979	5,178	5,385	5,600	5,823	6,057
	8HR	188.80	196.24	204.08	212.32	220.88	229.84	238.96	248.56	258.48	268.72	279.52
	HRLY	23.60	24.53	25.51	26.54	27.61	28.73	29.87	31.07	32.31	33.59	34.94

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

DRAFT

Effective Date: 07/01/2020

Bargaining Unit: 13 Professional and Scientific Employees

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR20	ANN	51,024	53,064	55,200	57,420	59,748	62,136	64,620	67,200	69,876	72,684	75,588
	MON	4,252	4,422	4,600	4,785	4,979	5,178	5,385	5,600	5,823	6,057	6,299
	8HR	196.24	204.08	212.32	220.88	229.84	238.96	248.56	258.48	268.72	279.52	290.72
	HRLY	24.53	25.51	26.54	27.61	28.73	29.87	31.07	32.31	33.59	34.94	36.34
SR21	ANN	53,064	55,200	57,420	59,748	62,136	64,620	67,200	69,876	72,684	75,588	78,612
	MON	4,422	4,600	4,785	4,979	5,178	5,385	5,600	5,823	6,057	6,299	6,551
	8HR	204.08	212.32	220.88	229.84	238.96	248.56	258.48	268.72	279.52	290.72	302.32
	HRLY	25.51	26.54	27.61	28.73	29.87	31.07	32.31	33.59	34.94	36.34	37.79
SR22	ANN	55,200	57,420	59,748	62,136	64,620	67,200	69,876	72,684	75,588	78,612	81,744
	MON	4,600	4,785	4,979	5,178	5,385	5,600	5,823	6,057	6,299	6,551	6,812
	8HR	212.32	220.88	229.84	238.96	248.56	258.48	268.72	279.52	290.72	302.32	314.40
	HRLY	26.54	27.61	28.73	29.87	31.07	32.31	33.59	34.94	36.34	37.79	39.30
SR23	ANN	57,420	59,748	62,136	64,620	67,200	69,876	72,684	75,588	78,612	81,744	85,032
	MON	4,785	4,979	5,178	5,385	5,600	5,823	6,057	6,299	6,551	6,812	7,086
	8HR	220.88	229.84	238.96	248.56	258.48	268.72	279.52	290.72	302.32	314.40	327.04
	HRLY	27.61	28.73	29.87	31.07	32.31	33.59	34.94	36.34	37.79	39.30	40.88
SR24	ANN	62,136	64,620	67,200	69,876	72,684	75,588	78,612	81,744	85,032	88,464	91,968
	MON	5,178	5,385	5,600	5,823	6,057	6,299	6,551	6,812	7,086	7,372	7,664
	8HR	238.96	248.56	258.48	268.72	279.52	290.72	302.32	314.40	327.04	340.24	353.76
	HRLY	29.87	31.07	32.31	33.59	34.94	36.34	37.79	39.30	40.88	42.53	44.22
SR25	ANN	64,620	67,200	69,876	72,684	75,588	78,612	81,744	85,032	88,464	91,968	95,652
	MON	5,385	5,600	5,823	6,057	6,299	6,551	6,812	7,086	7,372	7,664	7,971
	8HR	248.56	258.48	268.72	279.52	290.72	302.32	314.40	327.04	340.24	353.76	367.92
	HRLY	31.07	32.31	33.59	34.94	36.34	37.79	39.30	40.88	42.53	44.22	45.99
SR26	ANN	67,200	69,876	72,684	75,588	78,612	81,744	85,032	88,464	91,968	95,652	99,468
	MON	5,600	5,823	6,057	6,299	6,551	6,812	7,086	7,372	7,664	7,971	8,289
	8HR	258.48	268.72	279.52	290.72	302.32	314.40	327.04	340.24	353.76	367.92	382.56
	HRLY	32.31	33.59	34.94	36.34	37.79	39.30	40.88	42.53	44.22	45.99	47.82
SR27	ANN	69,876	72,684	75,588	78,612	81,744	85,032	88,464	91,968	95,652	99,468	103,464
	MON	5,823	6,057	6,299	6,551	6,812	7,086	7,372	7,664	7,971	8,289	8,622
	8HR	268.72	279.52	290.72	302.32	314.40	327.04	340.24	353.76	367.92	382.56	397.92
	HRLY	33.59	34.94	36.34	37.79	39.30	40.88	42.53	44.22	45.99	47.82	49.74

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

DRAFT

Effective Date: 07/01/2020

Bargaining Unit: 13 Professional and Scientific Employees

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR28	ANN	75,588	78,612	81,744	85,032	88,464	91,968	95,652	99,468	103,464	107,592	111,900
	MON	6,299	6,551	6,812	7,086	7,372	7,664	7,971	8,289	8,622	8,966	9,325
	8HR	290.72	302.32	314.40	327.04	340.24	353.76	367.92	382.56	397.92	413.84	430.40
	HRLY	36.34	37.79	39.30	40.88	42.53	44.22	45.99	47.82	49.74	51.73	53.80
SR29	ANN	78,612	81,744	85,032	88,464	91,968	95,652	99,468	103,464	107,592	111,900	116,388
	MON	6,551	6,812	7,086	7,372	7,664	7,971	8,289	8,622	8,966	9,325	9,699
	8HR	302.32	314.40	327.04	340.24	353.76	367.92	382.56	397.92	413.84	430.40	447.68
	HRLY	37.79	39.30	40.88	42.53	44.22	45.99	47.82	49.74	51.73	53.80	55.96
SR30	ANN	81,744	85,032	88,464	91,968	95,652	99,468	103,464	107,592	111,900	116,388	121,020
	MON	6,812	7,086	7,372	7,664	7,971	8,289	8,622	8,966	9,325	9,699	10,085
	8HR	314.40	327.04	340.24	353.76	367.92	382.56	397.92	413.84	430.40	447.68	465.44
	HRLY	39.30	40.88	42.53	44.22	45.99	47.82	49.74	51.73	53.80	55.96	58.18
SR31	ANN	85,032	88,464	91,968	95,652	99,468	103,464	107,592	111,900	116,388	121,020	125,856
	MON	7,086	7,372	7,664	7,971	8,289	8,622	8,966	9,325	9,699	10,085	10,488
	8HR	327.04	340.24	353.76	367.92	382.56	397.92	413.84	430.40	447.68	465.44	484.08
	HRLY	40.88	42.53	44.22	45.99	47.82	49.74	51.73	53.80	55.96	58.18	60.51
SC01	ANN	88,464	91,968	95,652	99,468	103,464	107,592	111,900	116,388	121,020	125,856	130,896
	MON	7,372	7,664	7,971	8,289	8,622	8,966	9,325	9,699	10,085	10,488	10,908
	8HR	340.24	353.76	367.92	382.56	397.92	413.84	430.40	447.68	465.44	484.08	503.44
	HRLY	42.53	44.22	45.99	47.82	49.74	51.73	53.80	55.96	58.18	60.51	62.93
SC02	ANN	91,968	95,652	99,468	103,464	107,592	111,900	116,388	121,020	125,856	130,896	136,140
	MON	7,664	7,971	8,289	8,622	8,966	9,325	9,699	10,085	10,488	10,908	11,345
	8HR	353.76	367.92	382.56	397.92	413.84	430.40	447.68	465.44	484.08	503.44	523.60
	HRLY	44.22	45.99	47.82	49.74	51.73	53.80	55.96	58.18	60.51	62.93	65.45
SC03	ANN	95,652	99,468	103,464	107,592	111,900	116,388	121,020	125,856	130,896	136,140	141,576
	MON	7,971	8,289	8,622	8,966	9,325	9,699	10,085	10,488	10,908	11,345	11,798
	8HR	367.92	382.56	397.92	413.84	430.40	447.68	465.44	484.08	503.44	523.60	544.56
	HRLY	45.99	47.82	49.74	51.73	53.80	55.96	58.18	60.51	62.93	65.45	68.07

County of Kauai
Bargaining Unit 13
Contract Period: July 1, 2019 to June 30, 2021

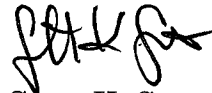
BU-13		
FY	2020	2021
Included	332,976	731,064
Excluded	259,718	550,954
Total	592,694	1,282,018
GRAND TOTAL	592,694	1,874,712

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2763, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on November 6, 2019, by the following vote:

FOR PASSAGE:	Chock, Cowden, Evslin, Kagawa, Kualii, Kaneshiro	TOTAL - 6,
AGAINST PASSAGE:	None	TOTAL - 0,
EXCUSED & NOT VOTING:	Brun	TOTAL - 1,
RECUSED & NOT VOTING:	None	TOTAL - 0.

Lihu'e, Hawai'i
November 6, 2019



Scott K. Sato
Deputy County Clerk, County of Kaua'i