

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 Thursday, January 16, 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. 2766

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 2 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 2 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 2.

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. 2766 was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on December 4, 2019, by the following vote:

AYES: Brun, Chock, Cowden, Evslin, Kagawa, Kualii, Kaneshiro	TOTAL - 7,
NOES: None	TOTAL - 0,
EXCUSED & NOT VOTING: None	TOTAL - 0,
RECUSED & NOT VOTING: None	TOTAL - 0.

Līhu'e, Hawai'i  
December 5, 2019

/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 - December 13, 2019)

**A BILL FOR AN ORDINANCE APPROVING A  
COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 2  
BETWEEN JULY 1, 2019 AND JUNE 30, 2021**

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BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, 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") 2 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2019 through June 30, 2021:

BU-2:

- A. Effective July 1, 2019, all Unit 2 employees shall receive a one-time lump sum payment of \$2,000.
- B. Effective July 1, 2019, the step movement plan shall be deleted.
- C. Effective July 1, 2020, salary increase shall be as follows as shown on draft salary schedule in Exhibit A:
  - 1.2% across the board (ATB) increase;
  - Employees on step A1 will move to step C1, and step A1 and step B1 will be deleted;
  - Employees on step B1 and C1 as of June 30, 2020 will receive a 5.29% pay increase; and
  - Employees on former L5 step will receive a 5.29% pay increase.
- D. 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

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

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

F. Effective January 1, 2021, salary increase shall be as follows as shown on draft salary schedule in Exhibit B:

- 1.2% across the board (ATB) increase; and
- 1.2% across the board (ATB) increase for employees on former step L5, and former steps B1 and C1 as of June 30, 2020.

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 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 2 for the period of July 1, 2019 to June 30, 2021.

Introduced by:



ARRYL KANESHIRO  
(By Request)

DATE OF INTRODUCTION:

**December 4, 2019**

Lihue, Kaua'i, Hawai'i

V:\BILLS\2018-2020 TERM\Collective Bargaining Unit 2 (2019)AK\_CT\_jy.doc

Exhibit A

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Draft

Effective Date: 07/01/2020

Bargaining Unit: 02 Blue Collar, Supervisor

Step C1			Step C1			Step C1			Step C1		
WF01	ANN	44,592	WF09	ANN	61,488	F101	ANN	47,472	F109	ANN	65,436
	MON	3,716		MON	5,124		MON	3,956		MON	5,453
	8HR	171.52		8HR	236.48		8HR	182.56		8HR	251.68
	HRLY	21.44		HRLY	29.56		HRLY	22.82		HRLY	31.46
WF02	ANN	46,404	WF10	ANN	63,960	F102	ANN	49,416	F110	ANN	68,076
	MON	3,867		MON	5,330		MON	4,118		MON	5,673
	8HR	178.48		8HR	246.00		8HR	190.08		8HR	261.84
	HRLY	22.31		HRLY	30.75		HRLY	23.76		HRLY	32.73
WF03	ANN	47,880	WF11	ANN	66,504	F103	ANN	51,000	F111	ANN	70,812
	MON	3,990		MON	5,542		MON	4,250		MON	5,901
	8HR	184.16		8HR	255.76		8HR	196.16		8HR	272.32
	HRLY	23.02		HRLY	31.97		HRLY	24.52		HRLY	34.04
WF04	ANN	49,800	WF12	ANN	69,096	F104	ANN	53,076	F112	ANN	73,644
	MON	4,150		MON	5,758		MON	4,423		MON	6,137
	8HR	191.52		8HR	265.76		8HR	204.16		8HR	283.28
	HRLY	23.94		HRLY	33.22		HRLY	25.52		HRLY	35.41
WF05	ANN	51,792	WF13	ANN	71,940	F105	ANN	55,884	F113	ANN	76,572
	MON	4,316		MON	5,995		MON	4,657		MON	6,381
	8HR	199.20		8HR	276.72		8HR	214.96		8HR	294.48
	HRLY	24.90		HRLY	34.59		HRLY	26.87		HRLY	36.81
WF06	ANN	53,880	WF14	ANN	74,760	F106	ANN	57,384	F114	ANN	79,608
	MON	4,490		MON	6,230		MON	4,782		MON	6,634
	8HR	207.20		8HR	287.52		8HR	220.72		8HR	306.16
	HRLY	25.90		HRLY	35.94		HRLY	27.59		HRLY	38.27
WF07	ANN	56,004	WF15	ANN	77,736	F107	ANN	59,616	F115	ANN	82,776
	MON	4,667		MON	6,478		MON	4,968		MON	6,898
	8HR	215.44		8HR	298.96		8HR	229.28		8HR	318.40
	HRLY	26.93		HRLY	37.37		HRLY	28.66		HRLY	39.80
WF08	ANN	58,212				F108	ANN	62,004			
	MON	4,851					MON	5,167			
	8HR	223.92					8HR	238.48			
	HRLY	27.99					HRLY	29.81			

Exhibit A

State of Hawaii  
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
 SALARY SCHEDULE

Draft

Effective Date: 07/01/2020

Bargaining Unit: 02 Blue Collar, Supervisor

Step C1			Step C1			Step C1			Step C1		
F201	ANN	50,556	F209	ANN	69,732	F301	ANN	53,844	F309	ANN	74,232
	MON	4,213		MON	5,811		MON	4,487		MON	6,186
	8HR	194.48		8HR	268.24		8HR	207.12		8HR	285.52
	HRLY	24.31		HRLY	33.53		HRLY	25.89		HRLY	35.69
F202	ANN	52,572	F210	ANN	72,456	F302	ANN	56,004	F310	ANN	77,148
	MON	4,381		MON	6,038		MON	4,667		MON	6,429
	8HR	202.24		8HR	278.64		8HR	215.44		8HR	296.72
	HRLY	25.28		HRLY	34.83		HRLY	26.93		HRLY	37.09
F203	ANN	54,300	F211	ANN	75,372	F303	ANN	57,864	F311	ANN	80,292
	MON	4,525		MON	6,281		MON	4,822		MON	6,691
	8HR	208.88		8HR	289.92		8HR	222.56		8HR	308.80
	HRLY	26.11		HRLY	36.24		HRLY	27.82		HRLY	38.60
F204	ANN	56,472	F212	ANN	78,432	F304	ANN	60,144	F312	ANN	83,544
	MON	4,706		MON	6,536		MON	5,012		MON	6,962
	8HR	217.20		8HR	301.68		8HR	231.36		8HR	321.36
	HRLY	27.15		HRLY	37.71		HRLY	28.92		HRLY	40.17
F205	ANN	58,752	F213	ANN	81,600	F305	ANN	62,604	F313	ANN	86,916
	MON	4,896		MON	6,800		MON	5,217		MON	7,243
	8HR	226.00		8HR	313.84		8HR	240.80		8HR	334.32
	HRLY	28.25		HRLY	39.23		HRLY	30.10		HRLY	41.79
F206	ANN	61,080	F214	ANN	84,816	F306	ANN	65,040	F314	ANN	90,300
	MON	5,090		MON	7,068		MON	5,420		MON	7,525
	8HR	234.96		8HR	326.24		8HR	250.16		8HR	347.28
	HRLY	29.37		HRLY	40.78		HRLY	31.27		HRLY	43.41
F207	ANN	63,552	F215	ANN	88,200	F307	ANN	67,632	F315	ANN	93,960
	MON	5,296		MON	7,350		MON	5,636		MON	7,830
	8HR	244.40		8HR	339.20		8HR	260.16		8HR	361.36
	HRLY	30.55		HRLY	42.40		HRLY	32.52		HRLY	45.17
F208	ANN	66,084				F308	ANN	70,320			
	MON	5,507					MON	5,860			
	8HR	254.16					8HR	270.48			
	HRLY	31.77					HRLY	33.81			

Exhibit A

State of Hawaii  
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
 SALARY SCHEDULE

Draft

Effective Date: 07/01/2020

Bargaining Unit: 02 Blue Collar, Supervisor

Step C1			Step C1		
GF01	ANN	57,360	GF09	ANN	79,104
	MON	4,780		MON	6,592
	8HR	220.64		8HR	304.24
	HRLY	27.58		HRLY	38.03
GF02	ANN	59,616	GF10	ANN	82,176
	MON	4,968		MON	6,848
	8HR	229.28		8HR	316.08
	HRLY	28.66		HRLY	39.51
GF03	ANN	61,596	GF11	ANN	85,452
	MON	5,133		MON	7,121
	8HR	236.88		8HR	328.64
	HRLY	29.61		HRLY	41.08
GF04	ANN	64,044	GF12	ANN	88,932
	MON	5,337		MON	7,411
	8HR	246.32		8HR	342.08
	HRLY	30.79		HRLY	42.76
GF05	ANN	66,648	GF13	ANN	92,520
	MON	5,554		MON	7,710
	8HR	256.32		8HR	355.84
	HRLY	32.04		HRLY	44.48
GF06	ANN	69,264	GF14	ANN	96,156
	MON	5,772		MON	8,013
	8HR	266.40		8HR	369.84
	HRLY	33.30		HRLY	46.23
GF07	ANN	72,060	GF15	ANN	100,008
	MON	6,005		MON	8,334
	8HR	277.12		8HR	384.64
	HRLY	34.64		HRLY	48.08
GF08	ANN	74,976			
	MON	6,248			
	8HR	288.40			
	HRLY	36.05			

Exhibit B

State of Hawaii  
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
 SALARY SCHEDULE

Draft

Effective Date: 01/01/2021

Bargaining Unit: 02 Blue Collar, Supervisor

Step C1			Step C1			Step C1			Step C1		
WF01	ANN	45,132	WF09	ANN	62,220	F101	ANN	48,036	F109	ANN	66,216
	MON	3,761		MON	5,185		MON	4,003		MON	5,518
	8HR	173.60		8HR	239.28		8HR	184.72		8HR	254.64
	HRLY	21.70		HRLY	29.91		HRLY	23.09		HRLY	31.83
WF02	ANN	46,956	WF10	ANN	64,728	F102	ANN	50,004	F110	ANN	68,892
	MON	3,913		MON	5,394		MON	4,167		MON	5,741
	8HR	180.64		8HR	248.96		8HR	192.32		8HR	264.96
	HRLY	22.58		HRLY	31.12		HRLY	24.04		HRLY	33.12
WF03	ANN	48,456	WF11	ANN	67,308	F103	ANN	51,612	F111	ANN	71,664
	MON	4,038		MON	5,609		MON	4,301		MON	5,972
	8HR	186.40		8HR	258.88		8HR	198.48		8HR	275.60
	HRLY	23.30		HRLY	32.36		HRLY	24.81		HRLY	34.45
WF04	ANN	50,400	WF12	ANN	69,924	F104	ANN	53,712	F112	ANN	74,532
	MON	4,200		MON	5,827		MON	4,476		MON	6,211
	8HR	193.84		8HR	268.96		8HR	206.56		8HR	286.64
	HRLY	24.23		HRLY	33.62		HRLY	25.82		HRLY	35.83
WF05	ANN	52,416	WF13	ANN	72,804	F105	ANN	56,556	F113	ANN	77,496
	MON	4,368		MON	6,067		MON	4,713		MON	6,458
	8HR	201.60		8HR	280.00		8HR	217.52		8HR	298.08
	HRLY	25.20		HRLY	35.00		HRLY	27.19		HRLY	37.26
WF06	ANN	54,528	WF14	ANN	75,660	F106	ANN	58,068	F114	ANN	80,568
	MON	4,544		MON	6,305		MON	4,839		MON	6,714
	8HR	209.76		8HR	291.04		8HR	223.36		8HR	309.84
	HRLY	26.22		HRLY	36.38		HRLY	27.92		HRLY	38.73
WF07	ANN	56,676	WF15	ANN	78,672	F107	ANN	60,336	F115	ANN	83,772
	MON	4,723		MON	6,556		MON	5,028		MON	6,981
	8HR	218.00		8HR	302.56		8HR	232.08		8HR	322.24
	HRLY	27.25		HRLY	37.82		HRLY	29.01		HRLY	40.28
WF08	ANN	58,908				F108	ANN	62,748			
	MON	4,909					MON	5,229			
	8HR	226.56					8HR	241.36			
	HRLY	28.32					HRLY	30.17			

Exhibit B

State of Hawaii  
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
 SALARY SCHEDULE  
 Draft

Effective Date: 01/01/2021

Bargaining Unit: 02 Blue Collar, Supervisor

Step C1			Step C1			Step C1			Step C1		
F201	ANN	51,168	F209	ANN	70,572	F301	ANN	54,492	F309	ANN	75,120
	MON	4,264		MON	5,881		MON	4,541		MON	6,260
	8HR	196.80		8HR	271.44		8HR	209.60		8HR	288.96
	HRLY	24.60		HRLY	33.93		HRLY	26.20		HRLY	36.12
F202	ANN	53,208	F210	ANN	73,320	F302	ANN	56,676	F310	ANN	78,072
	MON	4,434		MON	6,110		MON	4,723		MON	6,506
	8HR	204.64		8HR	282.00		8HR	218.00		8HR	300.24
	HRLY	25.58		HRLY	35.25		HRLY	27.25		HRLY	37.53
F203	ANN	54,948	F211	ANN	76,272	F303	ANN	58,560	F311	ANN	81,252
	MON	4,579		MON	6,356		MON	4,880		MON	6,771
	8HR	211.36		8HR	293.36		8HR	225.20		8HR	312.48
	HRLY	26.42		HRLY	36.67		HRLY	28.15		HRLY	39.06
F204	ANN	57,144	F212	ANN	79,368	F304	ANN	60,864	F312	ANN	84,552
	MON	4,762		MON	6,614		MON	5,072		MON	7,046
	8HR	219.76		8HR	305.28		8HR	234.08		8HR	325.20
	HRLY	27.47		HRLY	38.16		HRLY	29.26		HRLY	40.65
F205	ANN	59,460	F213	ANN	82,584	F305	ANN	63,360	F313	ANN	87,960
	MON	4,955		MON	6,882		MON	5,280		MON	7,330
	8HR	228.72		8HR	317.60		8HR	243.68		8HR	338.32
	HRLY	28.59		HRLY	39.70		HRLY	30.46		HRLY	42.29
F206	ANN	61,812	F214	ANN	85,836	F306	ANN	65,820	F314	ANN	91,380
	MON	5,151		MON	7,153		MON	5,485		MON	7,615
	8HR	237.76		8HR	330.16		8HR	253.12		8HR	351.44
	HRLY	29.72		HRLY	41.27		HRLY	31.64		HRLY	43.93
F207	ANN	64,320	F215	ANN	89,256	F307	ANN	68,448	F315	ANN	95,088
	MON	5,360		MON	7,438		MON	5,704		MON	7,924
	8HR	247.36		8HR	343.28		8HR	263.28		8HR	365.76
	HRLY	30.92		HRLY	42.91		HRLY	32.91		HRLY	45.72
F208	ANN	66,876				F308	ANN	71,160			
	MON	5,573					MON	5,930			
	8HR	257.20					8HR	273.68			
	HRLY	32.15					HRLY	34.21			



Exhibit B

State of Hawaii  
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
 SALARY SCHEDULE  
 Draft

Effective Date: 01/01/2021

Bargaining Unit: 02 Blue Collar, Supervisor

Step C1			Step C1		
GF01	ANN	58,044	GF09	ANN	80,052
	MON	4,837		MON	6,671
	8HR	223.28		8HR	307.92
	HRLY	27.91		HRLY	38.49
GF02	ANN	60,336	GF10	ANN	83,160
	MON	5,028		MON	6,930
	8HR	232.08		8HR	319.84
	HRLY	29.01		HRLY	39.98
GF03	ANN	62,340	GF11	ANN	86,472
	MON	5,195		MON	7,206
	8HR	239.76		8HR	332.56
	HRLY	29.97		HRLY	41.57
GF04	ANN	64,812	GF12	ANN	90,000
	MON	5,401		MON	7,500
	8HR	249.28		8HR	346.16
	HRLY	31.16		HRLY	43.27
GF05	ANN	67,452	GF13	ANN	93,636
	MON	5,621		MON	7,803
	8HR	259.44		8HR	360.16
	HRLY	32.43		HRLY	45.02
GF06	ANN	70,092	GF14	ANN	97,308
	MON	5,841		MON	8,109
	8HR	269.60		8HR	374.24
	HRLY	33.70		HRLY	46.78
GF07	ANN	72,924	GF15	ANN	101,208
	MON	6,077		MON	8,434
	8HR	280.48		8HR	389.28
	HRLY	35.06		HRLY	48.66
GF08	ANN	75,876			
	MON	6,323			
	8HR	291.84			
	HRLY	36.48			

**County of Kauai**  
**Bargaining Unit 2**  
**Contract Period: July 1, 2019 to June 30, 2021**

<b>BU-2</b>		
<b>FY</b>	<b>2020</b>	<b>2021</b>
<b>Included</b>	30,000	76,514
<b>Total</b>	30,000	76,514

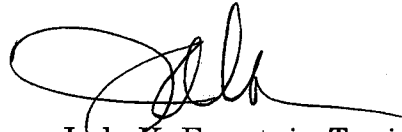
<b>GRAND TOTAL</b>	30,000	106,514
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CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2766, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on December 4, 2019, by the following vote:

FOR PASSAGE:	Brun, Chock, Cowden, Evslin, Kagawa, Kualii, Kaneshiro	TOTAL - 7,
AGAINST PASSAGE:	None	TOTAL - 0,
EXCUSED & NOT VOTING:	None	TOTAL - 0,
RECUSED & NOT VOTING:	None	TOTAL - 0.

Lihu'e, Hawai'i  
December 4, 2019



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