

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, May 29, 2019, 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. 2748

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 11 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 Fire Fighters Association (HFFA) Bargaining Unit 11 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.

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 its 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. 2748 was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on April 24, 2019, by the following vote:

AYES: Brun, Chock, Cowden, Evslin, Kaneshiro	TOTAL – 5,
NOES: Kagawa	TOTAL – 1,
EXCUSED & NOT VOTING: Kualii	TOTAL – 1,
RECUSED & NOT VOTING: None	TOTAL – 0.
Līhu'e, Hawai'i	/s/ Jade K. Fountain-Tanigawa
April 25, 2019	County Clerk, County of Kaua'i

NOTE: SPECIAL ACCOMMODATIONS AND SIGN LANGUAGE INTERPRETER AND INTERPRETERS FOR NON-ENGLISH SPEAKING PERSONS ARE AVAILABLE UPON REQUEST FIVE (5) DAYS PRIOR TO THE MEETING DATE, TO THE COUNTY CLERK, 4396 RICE STREET, SUITE 209, LĪHU'E, KAUA'I, HAWAII, 96766. TELEPHONE NO. (808) 241-4188. FACSIMILE NO. (808) 241-6349.

(One publication – The Garden Island – May 1, 2019)

**A BILL FOR AN ORDINANCE APPROVING A
COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 11
BETWEEN JULY 1, 2019 AND JUNE 30, 2021**

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 Kauai, 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") 11 under Hawaii Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2019 through June 30, 2021:

BU-11:

- A. Salary increase for BU-11 shall be as follows effective July 1, 2019 as shown on draft salary schedule in Exhibit A:
- Continue step movement plan; and
 - 2% across the board (ATB) increase.
- B. Salary increase for BU-11 shall be as follows effective July 1, 2020 as shown on draft salary schedule in Exhibit B:
- Continue step movement plan; and
 - 2% across the board (ATB) increase.
- C. Effective July 1, 2019, all Unit 11 employees on salary ranges SR-17 to SR-27 shall receive a one-time lump sum payment as follows:

Step E	\$1,800
Step F	\$1,825
Step G	\$1,850
Step H	\$1,875
Step L-1	\$1,900
Step L-2	\$1,925
Step L-3	\$1,950
Step L-4	\$1,975
Step L-5	\$2,000

D. Effective July 1, 2020, all Unit 12 employees on salary ranges SR-17 to SR-27 shall receive a one-time lump sum payment as follows:

Step E	\$1,800
Step F	\$1,825
Step G	\$1,850
Step H	\$1,875
Step L-1	\$1,900
Step L-2	\$1,925
Step L-3	\$1,950
Step L-4	\$1,975
Step L-5	\$2,000

E. Effective July 1, 2020, Unit 11 employees on Step L-5 with twenty-eight (28) or more years of service credit accrued on or before June 30, 2020, shall receive an additional one-time lump sum payment of \$500.

F. Effective June 30, 2021 at 11:59:59 pm, a new Step L-6 will be established and implemented for Unit 11 employees who have accrued twenty-eight (28) or more years of service credit in accordance with the current step movement plan (Exhibit C).

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

Introduced by:



ARRYL KANESHIRO

(By Request)

DATE OF INTRODUCTION:

April 24, 2019

Lihū'e, Kaua'i, Hawai'i

V:\BILLS\2018-2020 TERM\Draft Bill for Bargaining Units 11 (2019) AK-AMK-LC.doc

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25+ Yrs.
SR 15	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	56,196 4,683 27.02 25.73 20.39 19.30								
SR 16	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	58,416 4,868 28.08 26.75 21.20 20.06	60,780 5,065 29.22 27.83 22.05 20.87	63,204 5,267 30.39 28.94 22.93 21.70	65,700 5,475 31.59 30.08 23.84 22.56	68,352 5,696 32.86 31.30 24.80 23.47	71,076 5,923 34.17 32.54 25.79 24.41	73,908 6,159 35.53 33.84 26.82 25.38	76,884 6,407 36.96 35.20 27.90 26.40	79,956 6,663 38.44 36.61 29.01 27.46
SR 17	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	60,780 5,065 29.22 27.83 22.05 20.87	63,204 5,267 30.39 28.94 22.93 21.70	65,700 5,475 31.59 30.08 23.84 22.56	68,352 5,696 32.86 31.30 24.80 23.47	71,076 5,923 34.17 32.54 25.79 24.41	73,908 6,159 35.53 33.84 26.82 25.38	76,884 6,407 36.96 35.20 27.90 26.40	79,956 6,663 38.44 36.61 29.01 27.46	83,148 6,929 39.98 38.07 30.17 28.55
SR 18	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	63,204 5,267 30.39 28.94 22.93 21.70	65,700 5,475 31.59 30.08 23.84 22.56	68,352 5,696 32.86 31.30 24.80 23.47	71,076 5,923 34.17 32.54 25.79 24.41	73,908 6,159 35.53 33.84 26.82 25.38	76,884 6,407 36.96 35.20 27.90 26.40	79,956 6,663 38.44 36.61 29.01 27.46	83,148 6,929 39.98 38.07 30.17 28.55	86,532 7,211 41.60 39.62 31.40 29.72
SR 19	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	65,700 5,475 31.59 30.08 23.84 22.56	68,352 5,696 32.86 31.30 24.80 23.47	71,076 5,923 34.17 32.54 25.79 24.41	73,908 6,159 35.53 33.84 26.82 25.38	76,884 6,407 36.96 35.20 27.90 26.40	79,956 6,663 38.44 36.61 29.01 27.46	83,148 6,929 39.98 38.07 30.17 28.55	86,532 7,211 41.60 39.62 31.40 29.72	89,952 7,496 43.25 41.19 32.64 30.89
SR 20	Annual Month 40 Hrs 42 Hrs 53 Hrs 56 Hrs	68,352 5,696 32.86 31.30 24.80 23.47	71,076 5,923 34.17 32.54 25.79 24.41	73,908 6,159 35.53 33.84 26.82 25.38	76,884 6,407 36.96 35.20 27.90 26.40	79,956 6,663 38.44 36.61 29.01 27.46	83,148 6,929 39.98 38.07 30.17 28.55	86,532 7,211 41.60 39.62 31.40 29.72	89,952 7,496 43.25 41.19 32.64 30.89	93,552 7,796 44.98 42.84 33.94 32.13

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25+ Yrs.
SR 21	Annual	71,076	73,908	76,884	79,956	83,148	86,532	89,952	93,552	97,272
	Month	5,923	6,159	6,407	6,663	6,929	7,211	7,496	7,796	8,106
	40 Hrs	34.17	35.53	36.96	38.44	39.98	41.60	43.25	44.98	46.77
	42 Hrs	32.54	33.84	35.20	36.61	38.07	39.62	41.19	42.84	44.54
	53 Hrs	25.79	26.82	27.90	29.01	30.17	31.40	32.64	33.94	35.29
	56 Hrs	24.41	25.38	26.40	27.46	28.55	29.72	30.89	32.13	33.40
SR 22	Annual	73,908	76,884	79,956	83,148	86,532	89,952	93,552	97,272	101,172
	Month	6,159	6,407	6,663	6,929	7,211	7,496	7,796	8,106	8,431
	40 Hrs	35.53	36.96	38.44	39.98	41.60	43.25	44.98	46.77	48.64
	42 Hrs	33.84	35.20	36.61	38.07	39.62	41.19	42.84	44.54	46.32
	53 Hrs	26.82	27.90	29.01	30.17	31.40	32.64	33.94	35.29	36.71
	56 Hrs	25.38	26.40	27.46	28.55	29.72	30.89	32.13	33.40	34.74
SR 23	Annual	76,884	79,956	83,148	86,532	89,952	93,552	97,272	101,172	105,204
	Month	6,407	6,663	6,929	7,211	7,496	7,796	8,106	8,431	8,767
	40 Hrs	36.96	38.44	39.98	41.60	43.25	44.98	46.77	48.64	50.58
	42 Hrs	35.20	36.61	38.07	39.62	41.19	42.84	44.54	46.32	48.17
	53 Hrs	27.90	29.01	30.17	31.40	32.64	33.94	35.29	36.71	38.17
	56 Hrs	26.40	27.46	28.55	29.72	30.89	32.13	33.40	34.74	36.13
SR 24	Annual	79,956	83,148	86,532	89,952	93,552	97,272	101,172	105,204	109,428
	Month	6,663	6,929	7,211	7,496	7,796	8,106	8,431	8,767	9,119
	40 Hrs	38.44	39.98	41.60	43.25	44.98	46.77	48.64	50.58	52.61
	42 Hrs	36.61	38.07	39.62	41.19	42.84	44.54	46.32	48.17	50.10
	53 Hrs	29.01	30.17	31.40	32.64	33.94	35.29	36.71	38.17	39.71
	56 Hrs	27.46	28.55	29.72	30.89	32.13	33.40	34.74	36.13	37.58
SR 25	Annual	83,148	86,532	89,952	93,552	97,272	101,172	105,204	109,428	113,832
	Month	6,929	7,211	7,496	7,796	8,106	8,431	8,767	9,119	9,486
	40 Hrs	39.98	41.60	43.25	44.98	46.77	48.64	50.58	52.61	54.73
	42 Hrs	38.07	39.62	41.19	42.84	44.54	46.32	48.17	50.10	52.12
	53 Hrs	30.17	31.40	32.64	33.94	35.29	36.71	38.17	39.71	41.30
	56 Hrs	28.55	29.72	30.89	32.13	33.40	34.74	36.13	37.58	39.09
SR 26	Annual	86,532	89,952	93,552	97,272	101,172	105,204	109,428	113,832	118,356
	Month	7,211	7,496	7,796	8,106	8,431	8,767	9,119	9,486	9,863
	40 Hrs	41.60	43.25	44.98	46.77	48.64	50.58	52.61	54.73	56.90
	42 Hrs	39.62	41.19	42.84	44.54	46.32	48.17	50.10	52.12	54.19
	53 Hrs	31.40	32.64	33.94	35.29	36.71	38.17	39.71	41.30	42.94
	56 Hrs	29.72	30.89	32.13	33.40	34.74	36.13	37.58	39.09	40.64

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25+ Yrs.
SR 27	Annual	89,952	93,552	97,272	101,172	105,204	109,428	113,832	118,356	123,072
	Month	7,496	7,796	8,106	8,431	8,767	9,119	9,486	9,863	10,256
	40 Hrs	43.25	44.98	46.77	48.64	50.58	52.61	54.73	56.90	59.17
	42 Hrs	41.19	42.84	44.54	46.32	48.17	50.10	52.12	54.19	56.35
	53 Hrs	32.64	33.94	35.29	36.71	38.17	39.71	41.30	42.94	44.66
	56 Hrs	30.89	32.13	33.40	34.74	36.13	37.58	39.09	40.64	42.26
SR 28	Annual	93,552	97,272	101,172	105,204	109,428	113,832	118,356	123,072	128,016
	Month	7,796	8,106	8,431	8,767	9,119	9,486	9,863	10,256	10,668
	40 Hrs	44.98	46.77	48.64	50.58	52.61	54.73	56.90	59.17	61.55
	42 Hrs	42.84	44.54	46.32	48.17	50.10	52.12	54.19	56.35	58.62
	53 Hrs	33.94	35.29	36.71	38.17	39.71	41.30	42.94	44.66	46.45
	56 Hrs	32.13	33.40	34.74	36.13	37.58	39.09	40.64	42.26	43.96
SR 29	Annual	97,272	101,172	105,204	109,428	113,832	118,356	123,072	128,016	133,140
	Month	8,106	8,431	8,767	9,119	9,486	9,863	10,256	10,668	11,095
	40 Hrs	46.77	48.64	50.58	52.61	54.73	56.90	59.17	61.55	64.01
	42 Hrs	44.54	46.32	48.17	50.10	52.12	54.19	56.35	58.62	60.96
	53 Hrs	35.29	36.71	38.17	39.71	41.30	42.94	44.66	46.45	48.31
	56 Hrs	33.40	34.74	36.13	37.58	39.09	40.64	42.26	43.96	45.72
SR 30	Annual	101,172	105,204	109,428	113,832	118,356	123,072	128,016	133,140	138,444
	Month	8,431	8,767	9,119	9,486	9,863	10,256	10,668	11,095	11,537
	40 Hrs	48.64	50.58	52.61	54.73	56.90	59.17	61.55	64.01	66.56
	42 Hrs	46.32	48.17	50.10	52.12	54.19	56.35	58.62	60.96	63.39
	53 Hrs	36.71	38.17	39.71	41.30	42.94	44.66	46.45	48.31	50.23
	56 Hrs	34.74	36.13	37.58	39.09	40.64	42.26	43.96	45.72	47.54
SR 31	Annual	105,204	109,428	113,832	118,356	123,072	128,016	133,140	138,444	143,964
	Month	8,767	9,119	9,486	9,863	10,256	10,668	11,095	11,537	11,997
	40 Hrs	50.58	52.61	54.73	56.90	59.17	61.55	64.01	66.56	69.21
	42 Hrs	48.17	50.10	52.12	54.19	56.35	58.62	60.96	63.39	65.92
	53 Hrs	38.17	39.71	41.30	42.94	44.66	46.45	48.31	50.23	52.24
	56 Hrs	36.13	37.58	39.09	40.64	42.26	43.96	45.72	47.54	49.44

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25+ Yrs.
SR 15	Annual	57,324								
	Month	4,777								
	40 Hrs	27.56								
	42 Hrs	26.25								
	53 Hrs	20.80								
	56 Hrs	19.69								
SR 16	Annual	59,580	61,992	64,464	67,020	69,720	72,492	75,384	78,420	81,552
	Month	4,965	5,166	5,372	5,585	5,810	6,041	6,282	6,535	6,796
	40 Hrs	28.64	29.80	30.99	32.22	33.52	34.85	36.24	37.70	39.21
	42 Hrs	27.28	28.38	29.52	30.69	31.92	33.19	34.52	35.91	37.34
	53 Hrs	21.62	22.49	23.39	24.32	25.30	26.30	27.35	28.45	29.59
	56 Hrs	20.46	21.29	22.14	23.02	23.94	24.89	25.89	26.93	28.01
SR 17	Annual	61,992	64,464	67,020	69,720	72,492	75,384	78,420	81,552	84,816
	Month	5,166	5,372	5,585	5,810	6,041	6,282	6,535	6,796	7,068
	40 Hrs	29.80	30.99	32.22	33.52	34.85	36.24	37.70	39.21	40.78
	42 Hrs	28.38	29.52	30.69	31.92	33.19	34.52	35.91	37.34	38.84
	53 Hrs	22.49	23.39	24.32	25.30	26.30	27.35	28.45	29.59	30.78
	56 Hrs	21.29	22.14	23.02	23.94	24.89	25.89	26.93	28.01	29.13
SR 18	Annual	64,464	67,020	69,720	72,492	75,384	78,420	81,552	84,816	88,260
	Month	5,372	5,585	5,810	6,041	6,282	6,535	6,796	7,068	7,355
	40 Hrs	30.99	32.22	33.52	34.85	36.24	37.70	39.21	40.78	42.43
	42 Hrs	29.52	30.69	31.92	33.19	34.52	35.91	37.34	38.84	40.41
	53 Hrs	23.39	24.32	25.30	26.30	27.35	28.45	29.59	30.78	32.02
	56 Hrs	22.14	23.02	23.94	24.89	25.89	26.93	28.01	29.13	30.31
SR 19	Annual	67,020	69,720	72,492	75,384	78,420	81,552	84,816	88,260	91,752
	Month	5,585	5,810	6,041	6,282	6,535	6,796	7,068	7,355	7,646
	40 Hrs	32.22	33.52	34.85	36.24	37.70	39.21	40.78	42.43	44.11
	42 Hrs	30.69	31.92	33.19	34.52	35.91	37.34	38.84	40.41	42.01
	53 Hrs	24.32	25.30	26.30	27.35	28.45	29.59	30.78	32.02	33.29
	56 Hrs	23.02	23.94	24.89	25.89	26.93	28.01	29.13	30.31	31.51
SR 20	Annual	69,720	72,492	75,384	78,420	81,552	84,816	88,260	91,752	95,424
	Month	5,810	6,041	6,282	6,535	6,796	7,068	7,355	7,646	7,952
	40 Hrs	33.52	34.85	36.24	37.70	39.21	40.78	42.43	44.11	45.88
	42 Hrs	31.92	33.19	34.52	35.91	37.34	38.84	40.41	42.01	43.69
	53 Hrs	25.30	26.30	27.35	28.45	29.59	30.78	32.02	33.29	34.62
	56 Hrs	23.94	24.89	25.89	26.93	28.01	29.13	30.31	31.51	32.77

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25+ Yrs.
SR 27	Annual	91,752	95,424	99,216	103,200	107,304	111,612	116,112	120,720	125,532
	Month	7,646	7,952	8,268	8,600	8,942	9,301	9,676	10,060	10,461
	40 Hrs	44.11	45.88	47.70	49.62	51.59	53.66	55.82	58.04	60.35
	42 Hrs	42.01	43.69	45.43	47.25	49.13	51.10	53.16	55.27	57.48
	53 Hrs	33.29	34.62	36.00	37.45	38.93	40.50	42.13	43.80	45.55
	56 Hrs	31.51	32.77	34.07	35.44	36.85	38.33	39.87	41.46	43.11
SR 28	Annual	95,424	99,216	103,200	107,304	111,612	116,112	120,720	125,532	130,572
	Month	7,952	8,268	8,600	8,942	9,301	9,676	10,060	10,461	10,881
	40 Hrs	45.88	47.70	49.62	51.59	53.66	55.82	58.04	60.35	62.78
	42 Hrs	43.69	45.43	47.25	49.13	51.10	53.16	55.27	57.48	59.79
	53 Hrs	34.62	36.00	37.45	38.93	40.50	42.13	43.80	45.55	47.38
	56 Hrs	32.77	34.07	35.44	36.85	38.33	39.87	41.46	43.11	44.84
SR 29	Annual	99,216	103,200	107,304	111,612	116,112	120,720	125,532	130,572	135,804
	Month	8,268	8,600	8,942	9,301	9,676	10,060	10,461	10,881	11,317
	40 Hrs	47.70	49.62	51.59	53.66	55.82	58.04	60.35	62.78	65.29
	42 Hrs	45.43	47.25	49.13	51.10	53.16	55.27	57.48	59.79	62.18
	53 Hrs	36.00	37.45	38.93	40.50	42.13	43.80	45.55	47.38	49.28
	56 Hrs	34.07	35.44	36.85	38.33	39.87	41.46	43.11	44.84	46.64
SR 30	Annual	103,200	107,304	111,612	116,112	120,720	125,532	130,572	135,804	141,216
	Month	8,600	8,942	9,301	9,676	10,060	10,461	10,881	11,317	11,768
	40 Hrs	49.62	51.59	53.66	55.82	58.04	60.35	62.78	65.29	67.89
	42 Hrs	47.25	49.13	51.10	53.16	55.27	57.48	59.79	62.18	64.66
	53 Hrs	37.45	38.93	40.50	42.13	43.80	45.55	47.38	49.28	51.24
	56 Hrs	35.44	36.85	38.33	39.87	41.46	43.11	44.84	46.64	48.49
SR 31	Annual	107,304	111,612	116,112	120,720	125,532	130,572	135,804	141,216	146,844
	Month	8,942	9,301	9,676	10,060	10,461	10,881	11,317	11,768	12,237
	40 Hrs	51.59	53.66	55.82	58.04	60.35	62.78	65.29	67.89	70.60
	42 Hrs	49.13	51.10	53.16	55.27	57.48	59.79	62.18	64.66	67.24
	53 Hrs	38.93	40.50	42.13	43.80	45.55	47.38	49.28	51.24	53.28
	56 Hrs	36.85	38.33	39.87	41.46	43.11	44.84	46.64	48.49	50.43

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25<28 Yrs.	STEP L6 28+ Yrs.
SR 15	Annual	57,324									
	Month	4,777									
	40 Hrs	27.56									
	42 Hrs	26.25									
	53 Hrs	20.80									
	56 Hrs	19.69									
SR 16	Annual	59,580	61,992	64,464	67,020	69,720	72,492	75,384	78,420	81,552	84,816
	Month	4,965	5,166	5,372	5,585	5,810	6,041	6,282	6,535	6,796	7,068
	40 Hrs	28.64	29.80	30.99	32.22	33.52	34.85	36.24	37.70	39.21	40.78
	42 Hrs	27.28	28.38	29.52	30.69	31.92	33.19	34.52	35.91	37.34	38.84
	53 Hrs	21.62	22.49	23.39	24.32	25.30	26.30	27.35	28.45	29.59	30.78
	56 Hrs	20.46	21.29	22.14	23.02	23.94	24.89	25.89	26.93	28.01	29.13
SR 17	Annual	61,992	64,464	67,020	69,720	72,492	75,384	78,420	81,552	84,816	88,260
	Month	5,166	5,372	5,585	5,810	6,041	6,282	6,535	6,796	7,068	7,355
	40 Hrs	29.80	30.99	32.22	33.52	34.85	36.24	37.70	39.21	40.78	42.43
	42 Hrs	28.38	29.52	30.69	31.92	33.19	34.52	35.91	37.34	38.84	40.41
	53 Hrs	22.49	23.39	24.32	25.30	26.30	27.35	28.45	29.59	30.78	32.02
	56 Hrs	21.29	22.14	23.02	23.94	24.89	25.89	26.93	28.01	29.13	30.31
SR 18	Annual	64,464	67,020	69,720	72,492	75,384	78,420	81,552	84,816	88,260	91,752
	Month	5,372	5,585	5,810	6,041	6,282	6,535	6,796	7,068	7,355	7,646
	40 Hrs	30.99	32.22	33.52	34.85	36.24	37.70	39.21	40.78	42.43	44.11
	42 Hrs	29.52	30.69	31.92	33.19	34.52	35.91	37.34	38.84	40.41	42.01
	53 Hrs	23.39	24.32	25.30	26.30	27.35	28.45	29.59	30.78	32.02	33.29
	56 Hrs	22.14	23.02	23.94	24.89	25.89	26.93	28.01	29.13	30.31	31.51
SR 19	Annual	67,020	69,720	72,492	75,384	78,420	81,552	84,816	88,260	91,752	95,424
	Month	5,585	5,810	6,041	6,282	6,535	6,796	7,068	7,355	7,646	7,952
	40 Hrs	32.22	33.52	34.85	36.24	37.70	39.21	40.78	42.43	44.11	45.88
	42 Hrs	30.69	31.92	33.19	34.52	35.91	37.34	38.84	40.41	42.01	43.69
	53 Hrs	24.32	25.30	26.30	27.35	28.45	29.59	30.78	32.02	33.29	34.62
	56 Hrs	23.02	23.94	24.89	25.89	26.93	28.01	29.13	30.31	31.51	32.77
SR 20	Annual	69,720	72,492	75,384	78,420	81,552	84,816	88,260	91,752	95,424	99,216
	Month	5,810	6,041	6,282	6,535	6,796	7,068	7,355	7,646	7,952	8,268
	40 Hrs	33.52	34.85	36.24	37.70	39.21	40.78	42.43	44.11	45.88	47.70
	42 Hrs	31.92	33.19	34.52	35.91	37.34	38.84	40.41	42.01	43.69	45.43
	53 Hrs	25.30	26.30	27.35	28.45	29.59	30.78	32.02	33.29	34.62	36.00
	56 Hrs	23.94	24.89	25.89	26.93	28.01	29.13	30.31	31.51	32.77	34.07

		STEP E 0<4 Yrs.	STEP F 4<7 Yrs.	STEP G 7<10 Yrs.	STEP H 10<13 Yrs.	STEP L1 13<16 Yrs.	STEP L2 16<19 Yrs.	STEP L3 19<22 Yrs.	STEP L4 22<25 Yrs.	STEP L5 25<28 Yrs.	STEP L6 28+ Yrs.
SR 27	Annual	91,752	95,424	99,216	103,200	107,304	111,612	116,112	120,720	125,532	130,572
	Month	7,646	7,952	8,268	8,600	8,942	9,301	9,676	10,060	10,461	10,881
	40 Hrs	44.11	45.88	47.70	49.62	51.59	53.66	55.82	58.04	60.35	62.78
	42 Hrs	42.01	43.69	45.43	47.25	49.13	51.10	53.16	55.27	57.48	59.79
	53 Hrs	33.29	34.62	36.00	37.45	38.93	40.50	42.13	43.80	45.55	47.38
	56 Hrs	31.51	32.77	34.07	35.44	36.85	38.33	39.87	41.46	43.11	44.84
SR 28	Annual	95,424	99,216	103,200	107,304	111,612	116,112	120,720	125,532	130,572	135,804
	Month	7,952	8,268	8,600	8,942	9,301	9,676	10,060	10,461	10,881	11,317
	40 Hrs	45.88	47.70	49.62	51.59	53.66	55.82	58.04	60.35	62.78	65.29
	42 Hrs	43.69	45.43	47.25	49.13	51.10	53.16	55.27	57.48	59.79	62.18
	53 Hrs	34.62	36.00	37.45	38.93	40.50	42.13	43.80	45.55	47.38	49.28
	56 Hrs	32.77	34.07	35.44	36.85	38.33	39.87	41.46	43.11	44.84	46.64
SR 29	Annual	99,216	103,200	107,304	111,612	116,112	120,720	125,532	130,572	135,804	141,216
	Month	8,268	8,600	8,942	9,301	9,676	10,060	10,461	10,881	11,317	11,768
	40 Hrs	47.70	49.62	51.59	53.66	55.82	58.04	60.35	62.78	65.29	67.89
	42 Hrs	45.43	47.25	49.13	51.10	53.16	55.27	57.48	59.79	62.18	64.66
	53 Hrs	36.00	37.45	38.93	40.50	42.13	43.80	45.55	47.38	49.28	51.24
	56 Hrs	34.07	35.44	36.85	38.33	39.87	41.46	43.11	44.84	46.64	48.49
SR 30	Annual	103,200	107,304	111,612	116,112	120,720	125,532	130,572	135,804	141,216	146,844
	Month	8,600	8,942	9,301	9,676	10,060	10,461	10,881	11,317	11,768	12,237
	40 Hrs	49.62	51.59	53.66	55.82	58.04	60.35	62.78	65.29	67.89	70.60
	42 Hrs	47.25	49.13	51.10	53.16	55.27	57.48	59.79	62.18	64.66	67.24
	53 Hrs	37.45	38.93	40.50	42.13	43.80	45.55	47.38	49.28	51.24	53.28
	56 Hrs	35.44	36.85	38.33	39.87	41.46	43.11	44.84	46.64	48.49	50.43
SR 31	Annual	107,304	111,612	116,112	120,720	125,532	130,572	135,804	141,216	146,844	152,712
	Month	8,942	9,301	9,676	10,060	10,461	10,881	11,317	11,768	12,237	12,726
	40 Hrs	51.59	53.66	55.82	58.04	60.35	62.78	65.29	67.89	70.60	73.42
	42 Hrs	49.13	51.10	53.16	55.27	57.48	59.79	62.18	64.66	67.24	69.92
	53 Hrs	38.93	40.50	42.13	43.80	45.55	47.38	49.28	51.24	53.28	55.41
	56 Hrs	36.85	38.33	39.87	41.46	43.11	44.84	46.64	48.49	50.43	52.44

County of Kauai
Bargaining Unit 11
Contract Period: July 1, 2019 to June 30, 2021

BU-11		
FY	2020	2021
Included	784,974	1,339,416
Excluded	32,420	61,557
Total	817,394	1,400,973

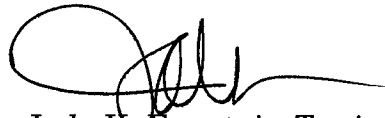
GRAND TOTAL	817,394	2,218,367
--------------------	---------	-----------

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2748, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on April 24, 2019, by the following vote:

FOR PASSAGE:	Brun, Chock, Cowden, Evslin, Kaneshiro	TOTAL – 5,
AGAINST PASSAGE:	Kagawa	TOTAL – 1,
EXCUSED & NOT VOTING:	Kuali'i	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
April 25, 2019



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