

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, June 17, 2020, 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:

\*20 MAY 20 P1:28

Bill No. 2793

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 14 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 14 for the period July 1, 2019 and June 30, 2021, based on an arbitrated award, which contains a dissent by the Employer Panel Member, 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.

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 this Bill at their subsequent meetings. Meeting notices are posted at least six (6) days in advance at the County Clerk's Office.)

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that the foregoing Bill No. 2793 was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 20, 2020, 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  
May 20, 2020

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

\*Beginning with the March 11, 2020 Council Meeting and until further notice, Councilmember Arthur Brun will not be present due to U.S. v. Arthur Brun et al., Cr. No. 20-00024-DKW (United States District Court), and therefore will be noted as excused (i.e., not present).

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 – May 29, 2020)

**A BILL FOR AN ORDINANCE APPROVING A  
COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 14  
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. Sec. 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 HGEA Bargaining Unit ("BU") 14 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2019 through June 30, 2021:

BU 14:

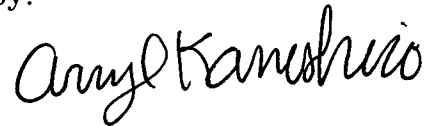
1. Effective July 1, 2019, salary increase as shown on the attached draft salary schedule Exhibit A that reflects the following:
  - Continue step movement plan; and
  - 4.5% across-the-board (ATB) increase.
2. Effective July 1, 2020, salary increase as shown on the attached draft salary schedule Exhibit B that reflects the following:
  - Continue step movement plan; and
  - 4.5% across-the-board (ATB) increase.
3. The cost of the above salary increases over the 2019-2021 biennium is \$597,835, as shown on the attached Collective Bargaining Wage Costs 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).

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

Introduced by:



ARRYL KANESHIRO  
(By Request)

DATE OF INTRODUCTION:

**May 20, 2020**

Lihu'e, Kaua'i, Hawai'i

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State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2019

Bargaining Unit 14: State Law Enforcement Officers and  
State and County Ocean Safety and Water Safety Officers

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR11	ANN	38,208	39,804	41,340	43,068	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848
	MON	3,184	3,317	3,445	3,589	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904
	8HR	146.96	153.12	159.04	165.68	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32
	HRLY	18.37	19.14	19.88	20.71	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29
SR12	ANN	39,804	41,340	43,068	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224
	MON	3,317	3,445	3,589	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102
	8HR	153.12	159.04	165.68	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44
	HRLY	19.14	19.88	20.71	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43
SR13	ANN	41,340	43,068	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660
	MON	3,445	3,589	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305
	8HR	159.04	165.68	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88
	HRLY	19.88	20.71	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61
SR14	ANN	43,068	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216
	MON	3,589	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518
	8HR	165.68	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64
	HRLY	20.71	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83
SR15	ANN	44,772	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892
	MON	3,731	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741
	8HR	172.24	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96
	HRLY	21.53	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12
SR16	ANN	46,548	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616
	MON	3,879	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968
	8HR	179.04	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44
	HRLY	22.38	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43
SR17	ANN	48,384	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508
	MON	4,032	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209
	8HR	186.08	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56
	HRLY	23.26	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82
SR18	ANN	50,316	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544
	MON	4,193	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462
	8HR	193.52	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24
	HRLY	24.19	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28
SR19	ANN	52,356	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604
	MON	4,363	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717
	8HR	201.36	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2019

Bargaining Unit 14: State Law Enforcement Officers and  
State and County Ocean Safety and Water Safety Officers

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
	HRLY	25.17	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75
SR20	ANN	54,432	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832
	MON	4,536	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986
	8HR	209.36	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40
	HRLY	26.17	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30
SR21	ANN	56,640	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192
	MON	4,720	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266
	8HR	217.84	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36
	HRLY	27.23	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92
SR22	ANN	58,848	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696
	MON	4,904	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558
	8HR	226.32	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80
	HRLY	28.29	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60
SR23	ANN	61,224	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284
	MON	5,102	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857
	8HR	235.44	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64
	HRLY	29.43	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33
SR24	ANN	63,660	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052
	MON	5,305	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171
	8HR	244.88	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12
	HRLY	30.61	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14
SR25	ANN	66,216	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976
	MON	5,518	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498
	8HR	254.64	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24
	HRLY	31.83	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03
SR26	ANN	68,892	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976	106,116
	MON	5,741	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498	8,843
	8HR	264.96	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24	408.16
	HRLY	33.12	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03	51.02
SR27	ANN	71,616	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976	106,116	110,376
	MON	5,968	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498	8,843	9,198
	8HR	275.44	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24	408.16	424.56
	HRLY	34.43	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03	51.02	53.07
SR28	ANN	74,508	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976	106,116	110,376	114,660

State of Hawaii  
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
 SALARY SCHEDULE

Effective Date: 07/01/2019

Bargaining Unit 14: State Law Enforcement Officers and  
 State and County Ocean Safety and Water Safety Officers

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
	MON	6,209	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498	8,843	9,198	9,555
	8HR	286.56	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24	408.16	424.56	441.04
	HRLY	35.82	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03	51.02	53.07	55.13
SR29	ANN	77,544	80,604	83,832	87,192	90,696	94,284	98,052	101,976	106,116	110,376	114,660	119,292
	MON	6,462	6,717	6,986	7,266	7,558	7,857	8,171	8,498	8,843	9,198	9,555	9,941
	8HR	298.24	310.00	322.40	335.36	348.80	362.64	377.12	392.24	408.16	424.56	441.04	458.80
	HRLY	37.28	38.75	40.30	41.92	43.60	45.33	47.14	49.03	51.02	53.07	55.13	57.35

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2020

Bargaining Unit 14: State Law Enforcement Officers and  
State and County Ocean Safety and Water Safety Officers

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
SR11	ANN	39,924	41,592	43,200	45,012	46,788	48,648	50,556	52,584	54,708	56,880	59,184	61,500
	MON	3,327	3,466	3,600	3,751	3,899	4,054	4,213	4,382	4,559	4,740	4,932	5,125
	8HR	153.52	160.00	166.16	173.12	179.92	187.12	194.48	202.24	210.40	218.80	227.60	236.56
	HRLY	19.19	20.00	20.77	21.64	22.49	23.39	24.31	25.28	26.30	27.35	28.45	29.57
SR12	ANN	41,592	43,200	45,012	46,788	48,648	50,556	52,584	54,708	56,880	59,184	61,500	63,984
	MON	3,466	3,600	3,751	3,899	4,054	4,213	4,382	4,559	4,740	4,932	5,125	5,332
	8HR	160.00	166.16	173.12	179.92	187.12	194.48	202.24	210.40	218.80	227.60	236.56	246.08
	HRLY	20.00	20.77	21.64	22.49	23.39	24.31	25.28	26.30	27.35	28.45	29.57	30.76
SR13	ANN	43,200	45,012	46,788	48,648	50,556	52,584	54,708	56,880	59,184	61,500	63,984	66,528
	MON	3,600	3,751	3,899	4,054	4,213	4,382	4,559	4,740	4,932	5,125	5,332	5,544
	8HR	166.16	173.12	179.92	187.12	194.48	202.24	210.40	218.80	227.60	236.56	246.08	255.84
	HRLY	20.77	21.64	22.49	23.39	24.31	25.28	26.30	27.35	28.45	29.57	30.76	31.98
SR14	ANN	45,012	46,788	48,648	50,556	52,584	54,708	56,880	59,184	61,500	63,984	66,528	69,192
	MON	3,751	3,899	4,054	4,213	4,382	4,559	4,740	4,932	5,125	5,332	5,544	5,766
	8HR	173.12	179.92	187.12	194.48	202.24	210.40	218.80	227.60	236.56	246.08	255.84	266.16
	HRLY	21.64	22.49	23.39	24.31	25.28	26.30	27.35	28.45	29.57	30.76	31.98	33.27
SR15	ANN	46,788	48,648	50,556	52,584	54,708	56,880	59,184	61,500	63,984	66,528	69,192	71,988
	MON	3,899	4,054	4,213	4,382	4,559	4,740	4,932	5,125	5,332	5,544	5,766	5,999
	8HR	179.92	187.12	194.48	202.24	210.40	218.80	227.60	236.56	246.08	255.84	266.16	276.88
	HRLY	22.49	23.39	24.31	25.28	26.30	27.35	28.45	29.57	30.76	31.98	33.27	34.61
SR16	ANN	48,648	50,556	52,584	54,708	56,880	59,184	61,500	63,984	66,528	69,192	71,988	74,844
	MON	4,054	4,213	4,382	4,559	4,740	4,932	5,125	5,332	5,544	5,766	5,999	6,237
	8HR	187.12	194.48	202.24	210.40	218.80	227.60	236.56	246.08	255.84	266.16	276.88	287.84
	HRLY	23.39	24.31	25.28	26.30	27.35	28.45	29.57	30.76	31.98	33.27	34.61	35.98
SR17	ANN	50,556	52,584	54,708	56,880	59,184	61,500	63,984	66,528	69,192	71,988	74,844	77,856
	MON	4,213	4,382	4,559	4,740	4,932	5,125	5,332	5,544	5,766	5,999	6,237	6,488
	8HR	194.48	202.24	210.40	218.80	227.60	236.56	246.08	255.84	266.16	276.88	287.84	299.44
	HRLY	24.31	25.28	26.30	27.35	28.45	29.57	30.76	31.98	33.27	34.61	35.98	37.43
SR18	ANN	52,584	54,708	56,880	59,184	61,500	63,984	66,528	69,192	71,988	74,844	77,856	81,036
	MON	4,382	4,559	4,740	4,932	5,125	5,332	5,544	5,766	5,999	6,237	6,488	6,753
	8HR	202.24	210.40	218.80	227.60	236.56	246.08	255.84	266.16	276.88	287.84	299.44	311.68
	HRLY	25.28	26.30	27.35	28.45	29.57	30.76	31.98	33.27	34.61	35.98	37.43	38.96
SR19	ANN	54,708	56,880	59,184	61,500	63,984	66,528	69,192	71,988	74,844	77,856	81,036	84,228
	MON	4,559	4,740	4,932	5,125	5,332	5,544	5,766	5,999	6,237	6,488	6,753	7,019
	8HR	210.40	218.80	227.60	236.56	246.08	255.84	266.16	276.88	287.84	299.44	311.68	323.92

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2020

Bargaining Unit 14: State Law Enforcement Officers and  
State and County Ocean Safety and Water Safety Officers

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
	HRLY	26.30	27.35	28.45	29.57	30.76	31.98	33.27	34.61	35.98	37.43	38.96	40.49
SR20	ANN	56,880	59,184	61,500	63,984	66,528	69,192	71,988	74,844	77,856	81,036	84,228	87,600
	MON	4,740	4,932	5,125	5,332	5,544	5,766	5,999	6,237	6,488	6,753	7,019	7,300
	8HR	218.80	227.60	236.56	246.08	255.84	266.16	276.88	287.84	299.44	311.68	323.92	336.96
	HRLY	27.35	28.45	29.57	30.76	31.98	33.27	34.61	35.98	37.43	38.96	40.49	42.12
SR21	ANN	59,184	61,500	63,984	66,528	69,192	71,988	74,844	77,856	81,036	84,228	87,600	91,116
	MON	4,932	5,125	5,332	5,544	5,766	5,999	6,237	6,488	6,753	7,019	7,300	7,593
	8HR	227.60	236.56	246.08	255.84	266.16	276.88	287.84	299.44	311.68	323.92	336.96	350.48
	HRLY	28.45	29.57	30.76	31.98	33.27	34.61	35.98	37.43	38.96	40.49	42.12	43.81
SR22	ANN	61,500	63,984	66,528	69,192	71,988	74,844	77,856	81,036	84,228	87,600	91,116	94,776
	MON	5,125	5,332	5,544	5,766	5,999	6,237	6,488	6,753	7,019	7,300	7,593	7,898
	8HR	236.56	246.08	255.84	266.16	276.88	287.84	299.44	311.68	323.92	336.96	350.48	364.56
	HRLY	29.57	30.76	31.98	33.27	34.61	35.98	37.43	38.96	40.49	42.12	43.81	45.57
SR23	ANN	63,984	66,528	69,192	71,988	74,844	77,856	81,036	84,228	87,600	91,116	94,776	98,532
	MON	5,332	5,544	5,766	5,999	6,237	6,488	6,753	7,019	7,300	7,593	7,898	8,211
	8HR	246.08	255.84	266.16	276.88	287.84	299.44	311.68	323.92	336.96	350.48	364.56	378.96
	HRLY	30.76	31.98	33.27	34.61	35.98	37.43	38.96	40.49	42.12	43.81	45.57	47.37
SR24	ANN	66,528	69,192	71,988	74,844	77,856	81,036	84,228	87,600	91,116	94,776	98,532	102,468
	MON	5,544	5,766	5,999	6,237	6,488	6,753	7,019	7,300	7,593	7,898	8,211	8,539
	8HR	255.84	266.16	276.88	287.84	299.44	311.68	323.92	336.96	350.48	364.56	378.96	394.08
	HRLY	31.98	33.27	34.61	35.98	37.43	38.96	40.49	42.12	43.81	45.57	47.37	49.26
SR25	ANN	69,192	71,988	74,844	77,856	81,036	84,228	87,600	91,116	94,776	98,532	102,468	106,560
	MON	5,766	5,999	6,237	6,488	6,753	7,019	7,300	7,593	7,898	8,211	8,539	8,880
	8HR	266.16	276.88	287.84	299.44	311.68	323.92	336.96	350.48	364.56	378.96	394.08	409.84
	HRLY	33.27	34.61	35.98	37.43	38.96	40.49	42.12	43.81	45.57	47.37	49.26	51.23
SR26	ANN	71,988	74,844	77,856	81,036	84,228	87,600	91,116	94,776	98,532	102,468	106,560	110,892
	MON	5,999	6,237	6,488	6,753	7,019	7,300	7,593	7,898	8,211	8,539	8,880	9,241
	8HR	276.88	287.84	299.44	311.68	323.92	336.96	350.48	364.56	378.96	394.08	409.84	426.48
	HRLY	34.61	35.98	37.43	38.96	40.49	42.12	43.81	45.57	47.37	49.26	51.23	53.31
SR27	ANN	74,844	77,856	81,036	84,228	87,600	91,116	94,776	98,532	102,468	106,560	110,892	115,344
	MON	6,237	6,488	6,753	7,019	7,300	7,593	7,898	8,211	8,539	8,880	9,241	9,612
	8HR	287.84	299.44	311.68	323.92	336.96	350.48	364.56	378.96	394.08	409.84	426.48	443.60
	HRLY	35.98	37.43	38.96	40.49	42.12	43.81	45.57	47.37	49.26	51.23	53.31	55.45
SR28	ANN	77,856	81,036	84,228	87,600	91,116	94,776	98,532	102,468	106,560	110,892	115,344	119,820



State of Hawaii  
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
 SALARY SCHEDULE

Effective Date: 07/01/2020

Bargaining Unit 14: State Law Enforcement Officers and  
 State and County Ocean Safety and Water Safety Officers

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
	MON	6,488	6,753	7,019	7,300	7,593	7,898	8,211	8,539	8,880	9,241	9,612	9,985
	8HR	299.44	311.68	323.92	336.96	350.48	364.56	378.96	394.08	409.84	426.48	443.60	460.88
	HRLY	37.43	38.96	40.49	42.12	43.81	45.57	47.37	49.26	51.23	53.31	55.45	57.61
SR29	ANN	81,036	84,228	87,600	91,116	94,776	98,532	102,468	106,560	110,892	115,344	119,820	124,656
	MON	6,753	7,019	7,300	7,593	7,898	8,211	8,539	8,880	9,241	9,612	9,985	10,388
	8HR	311.68	323.92	336.96	350.48	364.56	378.96	394.08	409.84	426.48	443.60	460.88	479.44
	HRLY	38.96	40.49	42.12	43.81	45.57	47.37	49.26	51.23	53.31	55.45	57.61	59.93

**County of Kauai**  
**Bargaining Unit 14**  
**Contract Period: July 1, 2019 to June 30, 2021**

EXHIBIT C

**COLLECTIVE BARGAINING WAGE COSTS**

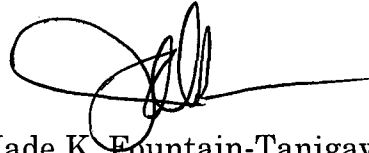
<b>BU-14</b>			
<b>FY</b>	<b>2020</b>	<b>2021</b>	<b>Biennium Total</b>
<b>Included</b>	183,354	414,481	597,835

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2793, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 20, 2020, 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  
May 20, 2020



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

\*Beginning with the March 11, 2020 Council Meeting and until further notice, Councilmember Arthur Brun will not be present due to U.S. v. Arthur Brun et al., Cr. No. 20-00024-DKW (United States District Court), and therefore will be noted as excused (i.e., not present).