

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, June 26, 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. 2753

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

This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the United Public Workers (UPW) Bargaining Unit 1 for the period July 1, 2019 through June 30, 2021, based on a negotiated settlement 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 last two (2) years of the contract were recently ratified by the employees of Bargaining Unit 1.

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. 2753 was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 29, 2019, by the following vote:

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

Līhu'e, Hawai'i
May 30, 2019

/s/ Jade K. Fountain-Tanigawa
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 – June 6, 2019)

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

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 Bargaining Unit ("BU") 1 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2019 through June 30, 2021. These cost items are in addition to those previously approved by Ordinance No. 1020:

BU-1:

- A. The salary schedule effective July 1, 2019 as shown on Exhibit A shows a 2% increase as approved by Ordinance No. 1020.
- B. An additional salary increase shall be as follows effective January 1, 2020 as shown on salary schedule in Exhibit A:
 - 1.2% across the board (ATB) increase;
 - 1.2% pay increase for employees not administratively assigned to the salary schedule;
- C. The salary schedule effective July 1, 2020 as shown on Exhibit A shows a 2% increase as approved by Ordinance No. 1020.
- D. An additional salary increase shall be as follows effective January 1, 2021 as shown on salary schedule in Exhibit A:
 - 1.2% across the board (ATB) increase;
 - 1.2% pay increase for employees not administratively assigned to the salary schedule.

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 B).

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

Introduced by:



ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

May 29, 2019

Līhu'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: 01 Blue Collar, Non-Supervisor

A			A			A			A		
BC01	ANN	41,820	BC09	ANN	56,832	WS01	ANN	43,344	WS09	ANN	60,324
	MON	3,485		MON	4,736		MON	3,612		MON	5,027
	8HR	160.88		8HR	218.56		8HR	166.72		8HR	232.00
	HRLY	20.11		HRLY	27.32		HRLY	20.84		HRLY	29.00
BC02	ANN	42,396	BC10	ANN	58,992	WS02	ANN	45,348	WS10	ANN	62,472
	MON	3,533		MON	4,916		MON	3,779		MON	5,206
	8HR	163.04		8HR	226.88		8HR	174.40		8HR	240.24
	HRLY	20.38		HRLY	28.36		HRLY	21.80		HRLY	30.03
BC03	ANN	43,584	BC11	ANN	61,152	WS03	ANN	46,656	WS11	ANN	64,884
	MON	3,632		MON	5,096		MON	3,888		MON	5,407
	8HR	167.60		8HR	235.20		8HR	179.44		8HR	249.52
	HRLY	20.95		HRLY	29.40		HRLY	22.43		HRLY	31.19
BC04	ANN	45,348	BC12	ANN	63,492	WS04	ANN	48,540	WS12	ANN	67,248
	MON	3,779		MON	5,291		MON	4,045		MON	5,604
	8HR	174.40		8HR	244.24		8HR	186.72		8HR	258.64
	HRLY	21.80		HRLY	30.53		HRLY	23.34		HRLY	32.33
BC05	ANN	47,148	BC13	ANN	65,808	WS05	ANN	50,508	WS13	ANN	69,780
	MON	3,929		MON	5,484		MON	4,209		MON	5,815
	8HR	181.36		8HR	253.12		8HR	194.24		8HR	268.40
	HRLY	22.67		HRLY	31.64		HRLY	24.28		HRLY	33.55
BC06	ANN	49,044	BC14	ANN	68,328	WS06	ANN	52,524	WS14	ANN	72,372
	MON	4,087		MON	5,694		MON	4,377		MON	6,031
	8HR	188.64		8HR	262.80		8HR	202.00		8HR	278.32
	HRLY	23.58		HRLY	32.85		HRLY	25.25		HRLY	34.79
BC07	ANN	51,012	BC15	ANN	70,872	WS07	ANN	54,624	WS15	ANN	75,132
	MON	4,251		MON	5,906		MON	4,552		MON	6,261
	8HR	196.24		8HR	272.56		8HR	210.08		8HR	288.96
	HRLY	24.53		HRLY	34.07		HRLY	26.26		HRLY	36.12
BC08	ANN	53,088				WS08	ANN	56,796			
	MON	4,424					MON	4,733			
	8HR	204.16					8HR	218.48			
	HRLY	25.52					HRLY	27.31			

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2020
Bargaining Unit: 01 Blue Collar, Non-Supervisor

A				A				A				A			
BC01	ANN	42,324		BC09	ANN	57,516		WS01	ANN	43,860		WS09	ANN	61,044	
	MON	3,527			MON	4,793			MON	3,655			MON	5,087	
	8HR	162.80			8HR	221.20			8HR	168.72			8HR	234.80	
	HRLY	20.35			HRLY	27.65			HRLY	21.09			HRLY	29.35	
BC02	ANN	42,900		BC10	ANN	59,700		WS02	ANN	45,888		WS10	ANN	63,216	
	MON	3,575			MON	4,975			MON	3,824			MON	5,268	
	8HR	165.04			8HR	229.60			8HR	176.48			8HR	243.12	
	HRLY	20.63			HRLY	28.70			HRLY	22.06			HRLY	30.39	
BC03	ANN	44,112		BC11	ANN	61,884		WS03	ANN	47,220		WS11	ANN	65,664	
	MON	3,676			MON	5,157			MON	3,935			MON	5,472	
	8HR	169.68			8HR	238.00			8HR	181.60			8HR	252.56	
	HRLY	21.21			HRLY	29.75			HRLY	22.70			HRLY	31.57	
BC04	ANN	45,888		BC12	ANN	64,248		WS04	ANN	49,128		WS12	ANN	68,052	
	MON	3,824			MON	5,354			MON	4,094			MON	5,671	
	8HR	176.48			8HR	247.12			8HR	188.96			8HR	261.76	
	HRLY	22.06			HRLY	30.89			HRLY	23.62			HRLY	32.72	
BC05	ANN	47,712		BC13	ANN	66,600		WS05	ANN	51,120		WS13	ANN	70,620	
	MON	3,976			MON	5,550			MON	4,260			MON	5,885	
	8HR	183.52			8HR	256.16			8HR	196.64			8HR	271.60	
	HRLY	22.94			HRLY	32.02			HRLY	24.58			HRLY	33.95	
BC06	ANN	49,632		BC14	ANN	69,144		WS06	ANN	53,160		WS14	ANN	73,236	
	MON	4,136			MON	5,762			MON	4,430			MON	6,103	
	8HR	190.88			8HR	265.92			8HR	204.48			8HR	281.68	
	HRLY	23.86			HRLY	33.24			HRLY	25.56			HRLY	35.21	
BC07	ANN	51,624		BC15	ANN	71,724		WS07	ANN	55,284		WS15	ANN	76,032	
	MON	4,302			MON	5,977			MON	4,607			MON	6,336	
	8HR	198.56			8HR	275.84			8HR	212.64			8HR	292.40	
	HRLY	24.82			HRLY	34.48			HRLY	26.58			HRLY	36.55	
BC08	ANN	53,724						WS08	ANN	57,480					
	MON	4,477							MON	4,790					
	8HR	206.64							8HR	221.04					
	HRLY	25.83							HRLY	27.63					

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Effective Date: 07/01/2020

Bargaining Unit: 01 Blue Collar, Non-Supervisor

		A			A			A			A
BC01	ANN	43,176	BC09	ANN	58,668	WS01	ANN	44,736	WS09	ANN	62,268
	MON	3,598		MON	4,889		MON	3,728		MON	5,189
	8HR	166.08		8HR	225.68		8HR	172.08		8HR	239.52
	HRLY	20.76		HRLY	28.21		HRLY	21.51		HRLY	29.94
BC02	ANN	43,764	BC10	ANN	60,900	WS02	ANN	46,800	WS10	ANN	64,476
	MON	3,647		MON	5,075		MON	3,900		MON	5,373
	8HR	168.32		8HR	234.24		8HR	180.00		8HR	248.00
	HRLY	21.04		HRLY	29.28		HRLY	22.50		HRLY	31.00
BC03	ANN	45,000	BC11	ANN	63,120	WS03	ANN	48,168	WS11	ANN	66,972
	MON	3,750		MON	5,260		MON	4,014		MON	5,581
	8HR	173.04		8HR	242.80		8HR	185.28		8HR	257.60
	HRLY	21.63		HRLY	30.35		HRLY	23.16		HRLY	32.20
BC04	ANN	46,800	BC12	ANN	65,532	WS04	ANN	50,112	WS12	ANN	69,408
	MON	3,900		MON	5,461		MON	4,176		MON	5,784
	8HR	180.00		8HR	252.08		8HR	192.72		8HR	266.96
	HRLY	22.50		HRLY	31.51		HRLY	24.09		HRLY	33.37
BC05	ANN	48,672	BC13	ANN	67,932	WS05	ANN	52,140	WS13	ANN	72,036
	MON	4,056		MON	5,661		MON	4,345		MON	6,003
	8HR	187.20		8HR	261.28		8HR	200.56		8HR	277.04
	HRLY	23.40		HRLY	32.66		HRLY	25.07		HRLY	34.63
BC06	ANN	50,628	BC14	ANN	70,524	WS06	ANN	54,228	WS14	ANN	74,700
	MON	4,219		MON	5,877		MON	4,519		MON	6,225
	8HR	194.72		8HR	271.28		8HR	208.56		8HR	287.28
	HRLY	24.34		HRLY	33.91		HRLY	26.07		HRLY	35.91
BC07	ANN	52,656	BC15	ANN	73,164	WS07	ANN	56,388	WS15	ANN	77,556
	MON	4,388		MON	6,097		MON	4,699		MON	6,463
	8HR	202.56		8HR	281.44		8HR	216.88		8HR	298.32
	HRLY	25.32		HRLY	35.18		HRLY	27.11		HRLY	37.29
BC08	ANN	54,804				WS08	ANN	58,632			
	MON	4,567					MON	4,886			
	8HR	210.80					8HR	225.52			
	HRLY	26.35					HRLY	28.19			

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Effective Date: 01/01/2021
 Bargaining Unit: 01 Blue Collar, Non-Supervisor

		A			A			A			A
BC01	ANN	43,692	BC09	ANN	59,376	WS01	ANN	45,276	WS09	ANN	63,012
	MON	3,641		MON	4,948		MON	3,773		MON	5,251
	8HR	168.08		8HR	228.40		8HR	174.16		8HR	242.32
	HRLY	21.01		HRLY	28.55		HRLY	21.77		HRLY	30.29
BC02	ANN	44,292	BC10	ANN	61,632	WS02	ANN	47,364	WS10	ANN	65,244
	MON	3,691		MON	5,136		MON	3,947		MON	5,437
	8HR	170.32		8HR	237.04		8HR	182.16		8HR	250.96
	HRLY	21.29		HRLY	29.63		HRLY	22.77		HRLY	31.37
BC03	ANN	45,540	BC11	ANN	63,876	WS03	ANN	48,744	WS11	ANN	67,776
	MON	3,795		MON	5,323		MON	4,062		MON	5,648
	8HR	175.12		8HR	245.68		8HR	187.44		8HR	260.64
	HRLY	21.89		HRLY	30.71		HRLY	23.43		HRLY	32.58
BC04	ANN	47,364	BC12	ANN	66,324	WS04	ANN	50,712	WS12	ANN	70,236
	MON	3,947		MON	5,527		MON	4,226		MON	5,853
	8HR	182.16		8HR	255.12		8HR	195.04		8HR	270.16
	HRLY	22.77		HRLY	31.89		HRLY	24.38		HRLY	33.77
BC05	ANN	49,260	BC13	ANN	68,748	WS05	ANN	52,764	WS13	ANN	72,900
	MON	4,105		MON	5,729		MON	4,397		MON	6,075
	8HR	189.44		8HR	264.40		8HR	202.96		8HR	280.40
	HRLY	23.68		HRLY	33.05		HRLY	25.37		HRLY	35.05
BC06	ANN	51,240	BC14	ANN	71,376	WS06	ANN	54,876	WS14	ANN	75,600
	MON	4,270		MON	5,948		MON	4,573		MON	6,300
	8HR	197.04		8HR	274.56		8HR	211.04		8HR	290.80
	HRLY	24.63		HRLY	34.32		HRLY	26.38		HRLY	36.35
BC07	ANN	53,292	BC15	ANN	74,040	WS07	ANN	57,060	WS15	ANN	78,492
	MON	4,441		MON	6,170		MON	4,755		MON	6,541
	8HR	204.96		8HR	284.80		8HR	219.44		8HR	301.92
	HRLY	25.62		HRLY	35.60		HRLY	27.43		HRLY	37.74
BC08	ANN	55,464				WS08	ANN	59,340			
	MON	4,622					MON	4,945			
	8HR	213.36					8HR	228.24			
	HRLY	26.67					HRLY	28.53			

County of Kauai
Bargaining Unit 1

Exhibit B

Contract Period: July 1, 2019 to June 30, 2021

BU-1		
FY	2020	2021
2020	149,521	149,521
2021		486,430
Total	149,521	635,951

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2753, 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 29, 2019, by the following vote:

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

Lihu'e, Hawai'i
May 29, 2019



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