

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, April 22, 2020, at 1:30 p.m., or soon thereafter, at the Council Chambers, 4396 Rice Street, Room 201, Historic County Building, Lihue, on the following:

Bill No. 2782

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR HGEA BARGAINING UNIT 4 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 4 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. Employees of Bargaining Unit 4 recently ratified the terms of the Collective Bargaining Agreement.

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. 2782 was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on March 25, 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.

Lihue, Hawai'i
March 25, 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.

2020 MAR 25 PM 4:05
OFFICE OF THE COUNTY CLERK
COUNTY OF KAUAI
RECEIVED

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING
AGREEMENT FOR HGEA BARGAINING UNIT 4
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 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 HGEA Bargaining Unit ("BU") 4 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2019 through June 30, 2021:

BU 4:

- A. Effective July 1, 2019, all BU 4 employees shall receive a 5.98% lump sum payment based on the annual base pay as shown on Exhibit A.
- B. Effective July 1, 2019, the step movement plan shall be replaced with negotiated step movements.
- C. Effective July 1, 2020: the salary increase shall be as follows as shown on draft salary schedule in Exhibit B:
 - Employees on Step B move to step C;
 - Step B will be deleted;
 - Delete SR 4; increase SR 5 to 8 by 5.6% to 11.8%.
 - Increase salary schedule for SR 9 and above by 3.60%, employees not administratively assigned (exempt included employees) receive 3.60% pay increase.
- D. Effective January 1, 2021: the salary increase shall be as follows as shown on draft salary schedule in Exhibit C:
 - Increase salary schedule by 3.74%, employees not administratively assigned (exempt included employees) receive 3.74% pay increase.

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

Introduced by:


ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

March 25, 2020

Līhu'e, Kaua'i, Hawai'i

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State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2019

Bargaining Unit: 04 White Collar, Supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR04	ANN	25,812	26,844	27,912	29,088	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720
	MON	2,151	2,237	2,326	2,424	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310
	8HR	99.28	103.28	107.36	111.84	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80
	HRLY	12.41	12.91	13.42	13.98	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10
SR05	ANN	26,844	27,912	29,088	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364
	MON	2,237	2,326	2,424	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447
	8HR	103.28	107.36	111.84	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12
	HRLY	12.91	13.42	13.98	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89
SR06	ANN	27,912	29,088	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008
	MON	2,326	2,424	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584
	8HR	107.36	111.84	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44
	HRLY	13.42	13.98	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68
SR07	ANN	29,088	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724
	MON	2,424	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727
	8HR	111.84	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00
	HRLY	13.98	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50
SR08	ANN	30,240	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476
	MON	2,520	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873
	8HR	116.32	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72
	HRLY	14.54	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34
SR09	ANN	31,440	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348
	MON	2,620	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029
	8HR	120.96	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92
	HRLY	15.12	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24
SR10	ANN	32,664	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304
	MON	2,722	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192
	8HR	125.60	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44
	HRLY	15.70	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2019

Bargaining Unit: 04 White Collar, Supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR11	ANN	34,020	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296
	MON	2,835	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358
	8HR	130.88	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12
	HRLY	16.36	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14
SR12	ANN	35,340	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432
	MON	2,945	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536
	8HR	135.92	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36
	HRLY	16.99	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17
SR13	ANN	36,732	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532
	MON	3,061	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711
	8HR	141.28	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44
	HRLY	17.66	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18
SR14	ANN	38,220	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824
	MON	3,185	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902
	8HR	147.04	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24
	HRLY	18.38	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28
SR15	ANN	39,720	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176
	MON	3,310	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098
	8HR	152.80	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28
	HRLY	19.10	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41
SR16	ANN	41,364	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612
	MON	3,447	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301
	8HR	159.12	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64
	HRLY	19.89	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58
SR17	ANN	43,008	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192
	MON	3,584	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516
	8HR	165.44	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56
	HRLY	20.68	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2019

Bargaining Unit: 04 White Collar, Supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR18	ANN	44,724	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796
	MON	3,727	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733
	8HR	172.00	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64
	HRLY	21.50	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08
SR19	ANN	46,476	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592
	MON	3,873	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966
	8HR	178.72	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36
	HRLY	22.34	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42
SR20	ANN	48,348	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508
	MON	4,029	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209
	8HR	185.92	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56
	HRLY	23.24	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82
SR21	ANN	50,304	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448
	MON	4,192	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454
	8HR	193.44	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84
	HRLY	24.18	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23
SR22	ANN	52,296	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544
	MON	4,358	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712
	8HR	201.12	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76
	HRLY	25.14	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72
SR23	ANN	54,432	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784
	MON	4,536	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982
	8HR	209.36	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24
	HRLY	26.17	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28
SR24	ANN	56,532	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156
	MON	4,711	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263
	8HR	217.44	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20
	HRLY	27.18	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2019

Bargaining Unit: 04 White Collar, Supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR25	ANN	58,824	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600
	MON	4,902	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550
	8HR	226.24	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48
	HRLY	28.28	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56
SR26	ANN	61,176	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200
	MON	5,098	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850
	8HR	235.28	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32
	HRLY	29.41	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29
SR27	ANN	63,612	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968
	MON	5,301	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164
	8HR	244.64	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80
	HRLY	30.58	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10
SR28	ANN	66,192	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964
	MON	5,516	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497
	8HR	254.56	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16
	HRLY	31.82	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02
SR29	ANN	68,796	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032
	MON	5,733	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836
	8HR	264.64	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84
	HRLY	33.08	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98
SR30	ANN	71,592	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172
	MON	5,966	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181
	8HR	275.36	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76
	HRLY	34.42	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97
SR31	ANN	74,508	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612
	MON	6,209	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551
	8HR	286.56	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80
	HRLY	35.82	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10

Exhibit A

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2019

Bargaining Unit: 04 White Collar, Supervisor

		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SC01	ANN	77,448	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208
	MON	6,454	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934
	8HR	297.84	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48
	HRLY	37.23	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31
SC02	ANN	80,544	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208	124,020
	MON	6,712	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934	10,335
	8HR	309.76	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48	477.04
	HRLY	38.72	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31	59.63
SC03	ANN	83,784	87,156	90,600	94,200	97,968	101,964	106,032	110,172	114,612	119,208	124,020	128,976
	MON	6,982	7,263	7,550	7,850	8,164	8,497	8,836	9,181	9,551	9,934	10,335	10,748
	8HR	322.24	335.20	348.48	362.32	376.80	392.16	407.84	423.76	440.80	458.48	477.04	496.08
	HRLY	40.28	41.90	43.56	45.29	47.10	49.02	50.98	52.97	55.10	57.31	59.63	62.01

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		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR05	ANN	31,236	32,532	33,792	35,124	36,552	37,980	39,552	41,136	42,768	44,448	46,236
	MON	2,603	2,711	2,816	2,927	3,046	3,165	3,296	3,428	3,564	3,704	3,853
	8HR	120.16	125.12	130.00	135.12	140.56	146.08	152.16	158.24	164.48	170.96	177.84
	HRLY	15.02	15.64	16.25	16.89	17.57	18.26	19.02	19.78	20.56	21.37	22.23
SR06	ANN	31,872	33,192	34,476	35,832	37,296	38,748	40,356	41,964	43,632	45,336	47,172
	MON	2,656	2,766	2,873	2,986	3,108	3,229	3,363	3,497	3,636	3,778	3,931
	8HR	122.56	127.68	132.64	137.84	143.44	149.04	155.20	161.44	167.84	174.40	181.44
	HRLY	15.32	15.96	16.58	17.23	17.93	18.63	19.40	20.18	20.98	21.80	22.68
SR07	ANN	32,508	33,864	35,172	36,564	38,052	39,540	41,172	42,804	44,520	46,260	48,120
	MON	2,709	2,822	2,931	3,047	3,171	3,295	3,431	3,567	3,710	3,855	4,010
	8HR	125.04	130.24	135.28	140.64	146.32	152.08	158.32	164.64	171.20	177.92	185.04
	HRLY	15.63	16.28	16.91	17.58	18.29	19.01	19.79	20.58	21.40	22.24	23.13
SR08	ANN	33,168	34,548	35,892	37,296	38,820	40,332	42,000	43,668	45,420	47,196	49,092
	MON	2,764	2,879	2,991	3,108	3,235	3,361	3,500	3,639	3,785	3,933	4,091
	8HR	127.60	132.88	138.08	143.44	149.28	155.12	161.52	167.92	174.72	181.52	188.80
	HRLY	15.95	16.61	17.26	17.93	18.66	19.39	20.19	20.99	21.84	22.69	23.60
SR09	ANN	33,840	35,244	36,612	38,052	39,600	41,148	42,852	44,556	46,332	48,144	50,088
	MON	2,820	2,937	3,051	3,171	3,300	3,429	3,571	3,713	3,861	4,012	4,174
	8HR	130.16	135.52	140.80	146.32	152.32	158.24	164.80	171.36	178.24	185.20	192.64
	HRLY	16.27	16.94	17.60	18.29	19.04	19.78	20.60	21.42	22.28	23.15	24.08
SR10	ANN	35,244	36,612	38,052	39,600	41,148	42,852	44,556	46,332	48,144	50,088	52,116
	MON	2,937	3,051	3,171	3,300	3,429	3,571	3,713	3,861	4,012	4,174	4,343
	8HR	135.52	140.80	146.32	152.32	158.24	164.80	171.36	178.24	185.20	192.64	200.48
	HRLY	16.94	17.60	18.29	19.04	19.78	20.60	21.42	22.28	23.15	24.08	25.06
SR11	ANN	36,612	38,052	39,600	41,148	42,852	44,556	46,332	48,144	50,088	52,116	54,180
	MON	3,051	3,171	3,300	3,429	3,571	3,713	3,861	4,012	4,174	4,343	4,515
	8HR	140.80	146.32	152.32	158.24	164.80	171.36	178.24	185.20	192.64	200.48	208.40
	HRLY	17.60	18.29	19.04	19.78	20.60	21.42	22.28	23.15	24.08	25.06	26.05

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		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR12	ANN	38,052	39,600	41,148	42,852	44,556	46,332	48,144	50,088	52,116	54,180	56,388
	MON	3,171	3,300	3,429	3,571	3,713	3,861	4,012	4,174	4,343	4,515	4,699
	8HR	146.32	152.32	158.24	164.80	171.36	178.24	185.20	192.64	200.48	208.40	216.88
	HRLY	18.29	19.04	19.78	20.60	21.42	22.28	23.15	24.08	25.06	26.05	27.11
SR13	ANN	39,600	41,148	42,852	44,556	46,332	48,144	50,088	52,116	54,180	56,388	58,572
	MON	3,300	3,429	3,571	3,713	3,861	4,012	4,174	4,343	4,515	4,699	4,881
	8HR	152.32	158.24	164.80	171.36	178.24	185.20	192.64	200.48	208.40	216.88	225.28
	HRLY	19.04	19.78	20.60	21.42	22.28	23.15	24.08	25.06	26.05	27.11	28.16
SR14	ANN	41,148	42,852	44,556	46,332	48,144	50,088	52,116	54,180	56,388	58,572	60,936
	MON	3,429	3,571	3,713	3,861	4,012	4,174	4,343	4,515	4,699	4,881	5,078
	8HR	158.24	164.80	171.36	178.24	185.20	192.64	200.48	208.40	216.88	225.28	234.40
	HRLY	19.78	20.60	21.42	22.28	23.15	24.08	25.06	26.05	27.11	28.16	29.30
SR15	ANN	42,852	44,556	46,332	48,144	50,088	52,116	54,180	56,388	58,572	60,936	63,384
	MON	3,571	3,713	3,861	4,012	4,174	4,343	4,515	4,699	4,881	5,078	5,282
	8HR	164.80	171.36	178.24	185.20	192.64	200.48	208.40	216.88	225.28	234.40	243.76
	HRLY	20.60	21.42	22.28	23.15	24.08	25.06	26.05	27.11	28.16	29.30	30.47
SR16	ANN	44,556	46,332	48,144	50,088	52,116	54,180	56,388	58,572	60,936	63,384	65,904
	MON	3,713	3,861	4,012	4,174	4,343	4,515	4,699	4,881	5,078	5,282	5,492
	8HR	171.36	178.24	185.20	192.64	200.48	208.40	216.88	225.28	234.40	243.76	253.44
	HRLY	21.42	22.28	23.15	24.08	25.06	26.05	27.11	28.16	29.30	30.47	31.68
SR17	ANN	46,332	48,144	50,088	52,116	54,180	56,388	58,572	60,936	63,384	65,904	68,580
	MON	3,861	4,012	4,174	4,343	4,515	4,699	4,881	5,078	5,282	5,492	5,715
	8HR	178.24	185.20	192.64	200.48	208.40	216.88	225.28	234.40	243.76	253.44	263.76
	HRLY	22.28	23.15	24.08	25.06	26.05	27.11	28.16	29.30	30.47	31.68	32.97
SR18	ANN	48,144	50,088	52,116	54,180	56,388	58,572	60,936	63,384	65,904	68,580	71,268
	MON	4,012	4,174	4,343	4,515	4,699	4,881	5,078	5,282	5,492	5,715	5,939
	8HR	185.20	192.64	200.48	208.40	216.88	225.28	234.40	243.76	253.44	263.76	274.08
	HRLY	23.15	24.08	25.06	26.05	27.11	28.16	29.30	30.47	31.68	32.97	34.26

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		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR19	ANN	50,088	52,116	54,180	56,388	58,572	60,936	63,384	65,904	68,580	71,268	74,172
	MON	4,174	4,343	4,515	4,699	4,881	5,078	5,282	5,492	5,715	5,939	6,181
	8HR	192.64	200.48	208.40	216.88	225.28	234.40	243.76	253.44	263.76	274.08	285.28
	HRLY	24.08	25.06	26.05	27.11	28.16	29.30	30.47	31.68	32.97	34.26	35.66
SR20	ANN	52,116	54,180	56,388	58,572	60,936	63,384	65,904	68,580	71,268	74,172	77,196
	MON	4,343	4,515	4,699	4,881	5,078	5,282	5,492	5,715	5,939	6,181	6,433
	8HR	200.48	208.40	216.88	225.28	234.40	243.76	253.44	263.76	274.08	285.28	296.88
	HRLY	25.06	26.05	27.11	28.16	29.30	30.47	31.68	32.97	34.26	35.66	37.11
SR21	ANN	54,180	56,388	58,572	60,936	63,384	65,904	68,580	71,268	74,172	77,196	80,232
	MON	4,515	4,699	4,881	5,078	5,282	5,492	5,715	5,939	6,181	6,433	6,686
	8HR	208.40	216.88	225.28	234.40	243.76	253.44	263.76	274.08	285.28	296.88	308.56
	HRLY	26.05	27.11	28.16	29.30	30.47	31.68	32.97	34.26	35.66	37.11	38.57
SR22	ANN	56,388	58,572	60,936	63,384	65,904	68,580	71,268	74,172	77,196	80,232	83,448
	MON	4,699	4,881	5,078	5,282	5,492	5,715	5,939	6,181	6,433	6,686	6,954
	8HR	216.88	225.28	234.40	243.76	253.44	263.76	274.08	285.28	296.88	308.56	320.96
	HRLY	27.11	28.16	29.30	30.47	31.68	32.97	34.26	35.66	37.11	38.57	40.12
SR23	ANN	58,572	60,936	63,384	65,904	68,580	71,268	74,172	77,196	80,232	83,448	86,796
	MON	4,881	5,078	5,282	5,492	5,715	5,939	6,181	6,433	6,686	6,954	7,233
	8HR	225.28	234.40	243.76	253.44	263.76	274.08	285.28	296.88	308.56	320.96	333.84
	HRLY	28.16	29.30	30.47	31.68	32.97	34.26	35.66	37.11	38.57	40.12	41.73
SR24	ANN	60,936	63,384	65,904	68,580	71,268	74,172	77,196	80,232	83,448	86,796	90,288
	MON	5,078	5,282	5,492	5,715	5,939	6,181	6,433	6,686	6,954	7,233	7,524
	8HR	234.40	243.76	253.44	263.76	274.08	285.28	296.88	308.56	320.96	333.84	347.28
	HRLY	29.30	30.47	31.68	32.97	34.26	35.66	37.11	38.57	40.12	41.73	43.41
SR25	ANN	63,384	65,904	68,580	71,268	74,172	77,196	80,232	83,448	86,796	90,288	93,864
	MON	5,282	5,492	5,715	5,939	6,181	6,433	6,686	6,954	7,233	7,524	7,822
	8HR	243.76	253.44	263.76	274.08	285.28	296.88	308.56	320.96	333.84	347.28	361.04
	HRLY	30.47	31.68	32.97	34.26	35.66	37.11	38.57	40.12	41.73	43.41	45.13

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		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR26	ANN	65,904	68,580	71,268	74,172	77,196	80,232	83,448	86,796	90,288	93,864	97,596
	MON	5,492	5,715	5,939	6,181	6,433	6,686	6,954	7,233	7,524	7,822	8,133
	8HR	253.44	263.76	274.08	285.28	296.88	308.56	320.96	333.84	347.28	361.04	375.36
	HRLY	31.68	32.97	34.26	35.66	37.11	38.57	40.12	41.73	43.41	45.13	46.92
SR27	ANN	68,580	71,268	74,172	77,196	80,232	83,448	86,796	90,288	93,864	97,596	101,496
	MON	5,715	5,939	6,181	6,433	6,686	6,954	7,233	7,524	7,822	8,133	8,458
	8HR	263.76	274.08	285.28	296.88	308.56	320.96	333.84	347.28	361.04	375.36	390.40
	HRLY	32.97	34.26	35.66	37.11	38.57	40.12	41.73	43.41	45.13	46.92	48.80
SR28	ANN	71,268	74,172	77,196	80,232	83,448	86,796	90,288	93,864	97,596	101,496	105,636
	MON	5,939	6,181	6,433	6,686	6,954	7,233	7,524	7,822	8,133	8,458	8,803
	8HR	274.08	285.28	296.88	308.56	320.96	333.84	347.28	361.04	375.36	390.40	406.32
	HRLY	34.26	35.66	37.11	38.57	40.12	41.73	43.41	45.13	46.92	48.80	50.79
SR29	ANN	74,172	77,196	80,232	83,448	86,796	90,288	93,864	97,596	101,496	105,636	109,848
	MON	6,181	6,433	6,686	6,954	7,233	7,524	7,822	8,133	8,458	8,803	9,154
	8HR	285.28	296.88	308.56	320.96	333.84	347.28	361.04	375.36	390.40	406.32	422.48
	HRLY	35.66	37.11	38.57	40.12	41.73	43.41	45.13	46.92	48.80	50.79	52.81
SR30	ANN	77,196	80,232	83,448	86,796	90,288	93,864	97,596	101,496	105,636	109,848	114,144
	MON	6,433	6,686	6,954	7,233	7,524	7,822	8,133	8,458	8,803	9,154	9,512
	8HR	296.88	308.56	320.96	333.84	347.28	361.04	375.36	390.40	406.32	422.48	439.04
	HRLY	37.11	38.57	40.12	41.73	43.41	45.13	46.92	48.80	50.79	52.81	54.88
SR31	ANN	80,232	83,448	86,796	90,288	93,864	97,596	101,496	105,636	109,848	114,144	118,740
	MON	6,686	6,954	7,233	7,524	7,822	8,133	8,458	8,803	9,154	9,512	9,895
	8HR	308.56	320.96	333.84	347.28	361.04	375.36	390.40	406.32	422.48	439.04	456.72
	HRLY	38.57	40.12	41.73	43.41	45.13	46.92	48.80	50.79	52.81	54.88	57.09
SC01	ANN	83,448	86,796	90,288	93,864	97,596	101,496	105,636	109,848	114,144	118,740	123,504
	MON	6,954	7,233	7,524	7,822	8,133	8,458	8,803	9,154	9,512	9,895	10,292
	8HR	320.96	333.84	347.28	361.04	375.36	390.40	406.32	422.48	439.04	456.72	475.04
	HRLY	40.12	41.73	43.41	45.13	46.92	48.80	50.79	52.81	54.88	57.09	59.38

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		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SC02	ANN	86,796	90,288	93,864	97,596	101,496	105,636	109,848	114,144	118,740	123,504	128,484
	MON	7,233	7,524	7,822	8,133	8,458	8,803	9,154	9,512	9,895	10,292	10,707
	8HR	333.84	347.28	361.04	375.36	390.40	406.32	422.48	439.04	456.72	475.04	494.16
	HRLY	41.73	43.41	45.13	46.92	48.80	50.79	52.81	54.88	57.09	59.38	61.77
SC03	ANN	90,288	93,864	97,596	101,496	105,636	109,848	114,144	118,740	123,504	128,484	133,620
	MON	7,524	7,822	8,133	8,458	8,803	9,154	9,512	9,895	10,292	10,707	11,135
	8HR	347.28	361.04	375.36	390.40	406.32	422.48	439.04	456.72	475.04	494.16	513.92
	HRLY	43.41	45.13	46.92	48.80	50.79	52.81	54.88	57.09	59.38	61.77	64.24

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Bargaining Unit: 04 White Collar, Supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR05	ANN	32,400	33,744	35,052	36,432	37,920	39,396	41,028	42,672	44,364	46,116	47,964
	MON	2,700	2,812	2,921	3,036	3,160	3,283	3,419	3,556	3,697	3,843	3,997
	8HR	124.64	129.76	134.80	140.16	145.84	151.52	157.84	164.16	170.64	177.36	184.48
	HRLY	15.58	16.22	16.85	17.52	18.23	18.94	19.73	20.52	21.33	22.17	23.06
SR06	ANN	33,060	34,428	35,760	37,176	38,688	40,200	41,868	43,536	45,264	47,028	48,936
	MON	2,755	2,869	2,980	3,098	3,224	3,350	3,489	3,628	3,772	3,919	4,078
	8HR	127.12	132.40	137.52	142.96	148.80	154.64	161.04	167.44	174.08	180.88	188.24
	HRLY	15.89	16.55	17.19	17.87	18.60	19.33	20.13	20.93	21.76	22.61	23.53
SR07	ANN	33,720	35,136	36,492	37,932	39,480	41,016	42,708	44,400	46,188	47,988	49,920
	MON	2,810	2,928	3,041	3,161	3,290	3,418	3,559	3,700	3,849	3,999	4,160
	8HR	129.68	135.12	140.32	145.92	151.84	157.76	164.24	170.80	177.68	184.56	192.00
	HRLY	16.21	16.89	17.54	18.24	18.98	19.72	20.53	21.35	22.21	23.07	24.00
SR08	ANN	34,404	35,844	37,236	38,688	40,272	41,844	43,572	45,300	47,124	48,960	50,928
	MON	2,867	2,987	3,103	3,224	3,356	3,487	3,631	3,775	3,927	4,080	4,244
	8HR	132.32	137.84	143.20	148.80	154.88	160.96	167.60	174.24	181.28	188.32	195.84
	HRLY	16.54	17.23	17.90	18.60	19.36	20.12	20.95	21.78	22.66	23.54	24.48
SR09	ANN	35,100	36,564	37,980	39,480	41,076	42,684	44,460	46,224	48,060	49,944	51,960
	MON	2,925	3,047	3,165	3,290	3,423	3,557	3,705	3,852	4,005	4,162	4,330
	8HR	135.04	140.64	146.08	151.84	158.00	164.16	171.04	177.76	184.88	192.08	199.84
	HRLY	16.88	17.58	18.26	18.98	19.75	20.52	21.38	22.22	23.11	24.01	24.98
SR10	ANN	36,564	37,980	39,480	41,076	42,684	44,460	46,224	48,060	49,944	51,960	54,060
	MON	3,047	3,165	3,290	3,423	3,557	3,705	3,852	4,005	4,162	4,330	4,505
	8HR	140.64	146.08	151.84	158.00	164.16	171.04	177.76	184.88	192.08	199.84	207.92
	HRLY	17.58	18.26	18.98	19.75	20.52	21.38	22.22	23.11	24.01	24.98	25.99
SR11	ANN	37,980	39,480	41,076	42,684	44,460	46,224	48,060	49,944	51,960	54,060	56,208
	MON	3,165	3,290	3,423	3,557	3,705	3,852	4,005	4,162	4,330	4,505	4,684
	8HR	146.08	151.84	158.00	164.16	171.04	177.76	184.88	192.08	199.84	207.92	216.16
	HRLY	18.26	18.98	19.75	20.52	21.38	22.22	23.11	24.01	24.98	25.99	27.02

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2021

Bargaining Unit: 04 White Collar, Supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR12	ANN	39,480	41,076	42,684	44,460	46,224	48,060	49,944	51,960	54,060	56,208	58,500
	MON	3,290	3,423	3,557	3,705	3,852	4,005	4,162	4,330	4,505	4,684	4,875
	8HR	151.84	158.00	164.16	171.04	177.76	184.88	192.08	199.84	207.92	216.16	225.04
	HRLY	18.98	19.75	20.52	21.38	22.22	23.11	24.01	24.98	25.99	27.02	28.13
SR13	ANN	41,076	42,684	44,460	46,224	48,060	49,944	51,960	54,060	56,208	58,500	60,768
	MON	3,423	3,557	3,705	3,852	4,005	4,162	4,330	4,505	4,684	4,875	5,064
	8HR	158.00	164.16	171.04	177.76	184.88	192.08	199.84	207.92	216.16	225.04	233.76
	HRLY	19.75	20.52	21.38	22.22	23.11	24.01	24.98	25.99	27.02	28.13	29.22
SR14	ANN	42,684	44,460	46,224	48,060	49,944	51,960	54,060	56,208	58,500	60,768	63,216
	MON	3,557	3,705	3,852	4,005	4,162	4,330	4,505	4,684	4,875	5,064	5,268
	8HR	164.16	171.04	177.76	184.88	192.08	199.84	207.92	216.16	225.04	233.76	243.12
	HRLY	20.52	21.38	22.22	23.11	24.01	24.98	25.99	27.02	28.13	29.22	30.39
SR15	ANN	44,460	46,224	48,060	49,944	51,960	54,060	56,208	58,500	60,768	63,216	65,760
	MON	3,705	3,852	4,005	4,162	4,330	4,505	4,684	4,875	5,064	5,268	5,480
	8HR	171.04	177.76	184.88	192.08	199.84	207.92	216.16	225.04	233.76	243.12	252.96
	HRLY	21.38	22.22	23.11	24.01	24.98	25.99	27.02	28.13	29.22	30.39	31.62
SR16	ANN	46,224	48,060	49,944	51,960	54,060	56,208	58,500	60,768	63,216	65,760	68,364
	MON	3,852	4,005	4,162	4,330	4,505	4,684	4,875	5,064	5,268	5,480	5,697
	8HR	177.76	184.88	192.08	199.84	207.92	216.16	225.04	233.76	243.12	252.96	262.96
	HRLY	22.22	23.11	24.01	24.98	25.99	27.02	28.13	29.22	30.39	31.62	32.87
SR17	ANN	48,060	49,944	51,960	54,060	56,208	58,500	60,768	63,216	65,760	68,364	71,148
	MON	4,005	4,162	4,330	4,505	4,684	4,875	5,064	5,268	5,480	5,697	5,929
	8HR	184.88	192.08	199.84	207.92	216.16	225.04	233.76	243.12	252.96	262.96	273.68
	HRLY	23.11	24.01	24.98	25.99	27.02	28.13	29.22	30.39	31.62	32.87	34.21
SR18	ANN	49,944	51,960	54,060	56,208	58,500	60,768	63,216	65,760	68,364	71,148	73,932
	MON	4,162	4,330	4,505	4,684	4,875	5,064	5,268	5,480	5,697	5,929	6,161
	8HR	192.08	199.84	207.92	216.16	225.04	233.76	243.12	252.96	262.96	273.68	284.32
	HRLY	24.01	24.98	25.99	27.02	28.13	29.22	30.39	31.62	32.87	34.21	35.54

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2021

Bargaining Unit: 04 White Collar, Supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR19	ANN	51,960	54,060	56,208	58,500	60,768	63,216	65,760	68,364	71,148	73,932	76,944
	MON	4,330	4,505	4,684	4,875	5,064	5,268	5,480	5,697	5,929	6,161	6,412
	8HR	199.84	207.92	216.16	225.04	233.76	243.12	252.96	262.96	273.68	284.32	295.92
	HRLY	24.98	25.99	27.02	28.13	29.22	30.39	31.62	32.87	34.21	35.54	36.99
SR20	ANN	54,060	56,208	58,500	60,768	63,216	65,760	68,364	71,148	73,932	76,944	80,088
	MON	4,505	4,684	4,875	5,064	5,268	5,480	5,697	5,929	6,161	6,412	6,674
	8HR	207.92	216.16	225.04	233.76	243.12	252.96	262.96	273.68	284.32	295.92	308.00
	HRLY	25.99	27.02	28.13	29.22	30.39	31.62	32.87	34.21	35.54	36.99	38.50
SR21	ANN	56,208	58,500	60,768	63,216	65,760	68,364	71,148	73,932	76,944	80,088	83,232
	MON	4,684	4,875	5,064	5,268	5,480	5,697	5,929	6,161	6,412	6,674	6,936
	8HR	216.16	225.04	233.76	243.12	252.96	262.96	273.68	284.32	295.92	308.00	320.16
	HRLY	27.02	28.13	29.22	30.39	31.62	32.87	34.21	35.54	36.99	38.50	40.02
SR22	ANN	58,500	60,768	63,216	65,760	68,364	71,148	73,932	76,944	80,088	83,232	86,568
	MON	4,875	5,064	5,268	5,480	5,697	5,929	6,161	6,412	6,674	6,936	7,214
	8HR	225.04	233.76	243.12	252.96	262.96	273.68	284.32	295.92	308.00	320.16	332.96
	HRLY	28.13	29.22	30.39	31.62	32.87	34.21	35.54	36.99	38.50	40.02	41.62
SR23	ANN	60,768	63,216	65,760	68,364	71,148	73,932	76,944	80,088	83,232	86,568	90,048
	MON	5,064	5,268	5,480	5,697	5,929	6,161	6,412	6,674	6,936	7,214	7,504
	8HR	233.76	243.12	252.96	262.96	273.68	284.32	295.92	308.00	320.16	332.96	346.32
	HRLY	29.22	30.39	31.62	32.87	34.21	35.54	36.99	38.50	40.02	41.62	43.29
SR24	ANN	63,216	65,760	68,364	71,148	73,932	76,944	80,088	83,232	86,568	90,048	93,660
	MON	5,268	5,480	5,697	5,929	6,161	6,412	6,674	6,936	7,214	7,504	7,805
	8HR	243.12	252.96	262.96	273.68	284.32	295.92	308.00	320.16	332.96	346.32	360.24
	HRLY	30.39	31.62	32.87	34.21	35.54	36.99	38.50	40.02	41.62	43.29	45.03
SR25	ANN	65,760	68,364	71,148	73,932	76,944	80,088	83,232	86,568	90,048	93,660	97,380
	MON	5,480	5,697	5,929	6,161	6,412	6,674	6,936	7,214	7,504	7,805	8,115
	8HR	252.96	262.96	273.68	284.32	295.92	308.00	320.16	332.96	346.32	360.24	374.56
	HRLY	31.62	32.87	34.21	35.54	36.99	38.50	40.02	41.62	43.29	45.03	46.82

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 01/01/2021

Bargaining Unit: 04 White Collar, Supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR26	ANN	68,364	71,148	73,932	76,944	80,088	83,232	86,568	90,048	93,660	97,380	101,244
	MON	5,697	5,929	6,161	6,412	6,674	6,936	7,214	7,504	7,805	8,115	8,437
	8HR	262.96	273.68	284.32	295.92	308.00	320.16	332.96	346.32	360.24	374.56	389.44
	HRLY	32.87	34.21	35.54	36.99	38.50	40.02	41.62	43.29	45.03	46.82	48.68
SR27	ANN	71,148	73,932	76,944	80,088	83,232	86,568	90,048	93,660	97,380	101,244	105,288
	MON	5,929	6,161	6,412	6,674	6,936	7,214	7,504	7,805	8,115	8,437	8,774
	8HR	273.68	284.32	295.92	308.00	320.16	332.96	346.32	360.24	374.56	389.44	404.96
	HRLY	34.21	35.54	36.99	38.50	40.02	41.62	43.29	45.03	46.82	48.68	50.62
SR28	ANN	73,932	76,944	80,088	83,232	86,568	90,048	93,660	97,380	101,244	105,288	109,584
	MON	6,161	6,412	6,674	6,936	7,214	7,504	7,805	8,115	8,437	8,774	9,132
	8HR	284.32	295.92	308.00	320.16	332.96	346.32	360.24	374.56	389.44	404.96	421.44
	HRLY	35.54	36.99	38.50	40.02	41.62	43.29	45.03	46.82	48.68	50.62	52.68
SR29	ANN	76,944	80,088	83,232	86,568	90,048	93,660	97,380	101,244	105,288	109,584	113,952
	MON	6,412	6,674	6,936	7,214	7,504	7,805	8,115	8,437	8,774	9,132	9,496
	8HR	295.92	308.00	320.16	332.96	346.32	360.24	374.56	389.44	404.96	421.44	438.24
	HRLY	36.99	38.50	40.02	41.62	43.29	45.03	46.82	48.68	50.62	52.68	54.78
SR30	ANN	80,088	83,232	86,568	90,048	93,660	97,380	101,244	105,288	109,584	113,952	118,416
	MON	6,674	6,936	7,214	7,504	7,805	8,115	8,437	8,774	9,132	9,496	9,868
	8HR	308.00	320.16	332.96	346.32	360.24	374.56	389.44	404.96	421.44	438.24	455.44
	HRLY	38.50	40.02	41.62	43.29	45.03	46.82	48.68	50.62	52.68	54.78	56.93
SR31	ANN	83,232	86,568	90,048	93,660	97,380	101,244	105,288	109,584	113,952	118,416	123,180
	MON	6,936	7,214	7,504	7,805	8,115	8,437	8,774	9,132	9,496	9,868	10,265
	8HR	320.16	332.96	346.32	360.24	374.56	389.44	404.96	421.44	438.24	455.44	473.76
	HRLY	40.02	41.62	43.29	45.03	46.82	48.68	50.62	52.68	54.78	56.93	59.22
SC01	ANN	86,568	90,048	93,660	97,380	101,244	105,288	109,584	113,952	118,416	123,180	128,124
	MON	7,214	7,504	7,805	8,115	8,437	8,774	9,132	9,496	9,868	10,265	10,677
	8HR	332.96	346.32	360.24	374.56	389.44	404.96	421.44	438.24	455.44	473.76	492.80
	HRLY	41.62	43.29	45.03	46.82	48.68	50.62	52.68	54.78	56.93	59.22	61.60

Exhibit C

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 SALARY SCHEDULE

Effective Date: 01/01/2021

Bargaining Unit: 04 White Collar, Supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SC02	ANN	90,048	93,660	97,380	101,244	105,288	109,584	113,952	118,416	123,180	128,124	133,284
	MON	7,504	7,805	8,115	8,437	8,774	9,132	9,496	9,868	10,265	10,677	11,107
	8HR	346.32	360.24	374.56	389.44	404.96	421.44	438.24	455.44	473.76	492.80	512.64
	HRLY	43.29	45.03	46.82	48.68	50.62	52.68	54.78	56.93	59.22	61.60	64.08
SC03	ANN	93,660	97,380	101,244	105,288	109,584	113,952	118,416	123,180	128,124	133,284	138,612
	MON	7,805	8,115	8,437	8,774	9,132	9,496	9,868	10,265	10,677	11,107	11,551
	8HR	360.24	374.56	389.44	404.96	421.44	438.24	455.44	473.76	492.80	512.64	533.12
	HRLY	45.03	46.82	48.68	50.62	52.68	54.78	56.93	59.22	61.60	64.08	66.64

**County of Kauai
Bargaining Unit 4
Contract Period: July 1, 2019 to June 30, 2021**

BU-4		
FY	2020	2021
Included	\$67,777	\$61,308
Excluded	\$9,315	\$8,966
Total	\$77,092	\$70,274

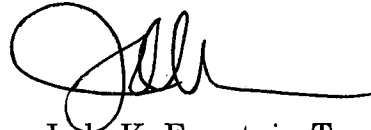
GRAND TOTAL	\$77,092	\$147,366
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CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2782, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on March 25, 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
March 25, 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).