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NOTICE OF PUBLICATION AND NOTICE OF PUBLIC HEARING

Notice is hereby given that the Kaua'i County Council will hold a public hearing on Wednesday, September 23, 2026, at 8:30 a.m., or soon thereafter, at the Council Chambers, 4396 Rice Street, Room 201, Historic County Building, Līhu'e, on the following:

Bill No. 3002

A BILL FOR AN ORDINANCE APPROVING A SETTLEMENT AGREEMENT FOR BARGAINING UNIT 11 BETWEEN JULY 1, 2025 AND JUNE 30, 2029 (*Fire Fighters*)

This Bill proposes to provide the additional cost items based on a proposed settlement agreement for the Hawai'i Fire Fighters Association (HFFA) Bargaining Unit 11 for the period July 1, 2025 to June 30, 2029.

Any person may testify at the public hearing, and at any Council and Committee Meeting (at which time any Bill may be amended). Meeting notices and full-text Bills are available at least six (6) days in advance at the Office of the County Clerk, Council Services Division and kauai.gov/Government/Council/Webcast-Meetings. Written testimony may be submitted via counciltestimony@kauai.gov, mail, or fax. For further information, please call (808) 241-4188.

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that the Kaua'i County Council passed on first reading and ordered to print Bill No. 3002 during the August 12, 2026 Council Meeting, by the following vote:

AYES:	Bulosan, Carvalho, Cowden, Holland, Kaneshiro, Kualii, Rapozo	TOTAL – 7,
NOES:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	None	TOTAL – 0,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
August 12, 2026

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

NOTE: IF YOU NEED AN AUXILIARY AID/SERVICE, OTHER ACCOMMODATION DUE TO A DISABILITY, OR AN INTERPRETER FOR NON-ENGLISH SPEAKING PERSONS, PLEASE CONTACT THE OFFICE OF THE COUNTY CLERK, COUNCIL SERVICES DIVISION AT (808) 241-4188 OR COKCOUNCIL@KAUAI.GOV AS SOON AS POSSIBLE. REQUESTS MADE AS EARLY AS POSSIBLE WILL ALLOW ADEQUATE TIME TO FULFILL YOUR REQUEST.

UPON REQUEST, THIS NOTICE IS AVAILABLE IN ALTERNATE FORMATS SUCH AS LARGE PRINT, BRAILLE, OR ELECTRONIC COPY.

(One publication – The Garden Island – August 19, 2026)

ORDINANCE NO. _____

BILL NO. 3002

**A BILL FOR AN ORDINANCE APPROVING A SETTLEMENT AGREEMENT
FOR BARGAINING UNIT 11
BETWEEN JULY 1, 2025 AND JUNE 30, 2029**

(Fire Fighters)

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.

In addition to cost items previously approved in Bill No. 2994, the following additional cost items for Bargaining Unit ("BU") 11 are hereby approved for the period of July 1, 2025 through June 30, 2029:

BU-11:

A. Effective July 1, 2025, salary increase shall be as follows:

- Continue step movement plan.

B. Effective July 1, 2026, salary increase shall be as follows:

- Continue step movement plan;

C. Effective July 1, 2027, salary increase shall be as follows:

- Additional 1.50% across the board (ATB) increase for a total adjustment of 4.0% (2.5% increase previously approved);
- Continue step movement plan.

D. Effective July 1, 2028, salary increase shall be as follows:

- Additional 1.50% across the board (ATB) increase for a total adjustment of 4.0% (2.5% increase previously approved);
- Continue step movement plan;

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 A).

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 upon approval.

Introduced by:



ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

August 12, 2026

Lihu'e, Kaua'i, Hawai'i

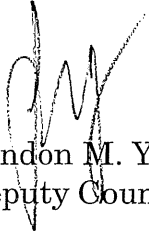
V:\BILLS\2024-2026 TERM\PDB for BU 11 (2025)-Proposed SETTLEMENT AGREEMENT (AK)
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CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 3002, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on August 12, 2026, by the following vote:

FOR PASSAGE:	Bulosan, Carvalho, Cowden, Holland, Kaneshiro, Kualii, Rapozo	TOTAL – 7,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	None	TOTAL – 0,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Lihu'e, Hawai'i
August 12, 2026


Lyndon M. Yoshioka
Deputy County Clerk, County of Kaua'i

County of Kauai
Bargaining Unit 11
Contract Period: July 1, 2025 to June 30, 2029

BU-11-INCLUDED				
FY	2026	2027	2028	2029
	\$ 183,030			
		\$ 449,964		
			\$ 1,108,803	
				\$ 1,930,943
TOTAL INCLUDED				\$ 3,672,740

BU-11-EXCLUDED				
FY	2026	2027	2028	2029
	\$ 6,286			
		\$ 19,136		
			\$ 47,418	
				\$ 81,055
TOTAL EXCLUDED				\$ 153,895

YEARLY TOTAL	\$ 189,316	\$ 469,100	\$ 1,156,221	\$ 2,011,998
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TOTAL COST				\$ 3,826,635
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