

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, November 12, 2025, 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. 2975

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 12 BETWEEN JULY 1, 2025 AND JUNE 30, 2029

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This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the State of Hawai'i Organization of Police Officers (SHOPO) Bargaining Unit 12 for the period July 1, 2025 through June 30, 2029, based on an arbitrated award and in accordance with the procedures contained in Hawai'i Revised Statutes (HRS) Section 89-11 and Kaua'i County Charter Section 19.13B.

Bill No. 2977

A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2025-905, AS AMENDED, RELATING TO THE OPERATING BUDGET OF THE COUNTY OF KAUAI, STATE OF HAWAII, FOR THE FISCAL YEAR JULY 1, 2025 THROUGH JUNE 30, 2026, BY REVISING THE AMOUNTS ESTIMATED IN THE GENERAL FUND (*Wailua Golf Course Cart Path Operating Budget—\$445,000.00*)

This Bill proposes to transfer \$445,000.00 from the Equity / Fund Balance – Assigned to the General Fund Balance – CIP for improvements to the Wailua Golf Course cart path.

Bill No. 2978

A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2025-906, AS AMENDED, RELATING TO THE CAPITAL BUDGET OF THE COUNTY OF KAUAI, STATE OF HAWAII, FOR THE FISCAL YEAR JULY 1, 2025 THROUGH JUNE 30, 2026, BY REVISING THE AMOUNTS ESTIMATED IN THE GENERAL FUND – CIP (*Wailua Golf Course Cart Path General Fund – CIP—\$445,000.00*)

This Bill proposes to appropriate \$445,000.00 from the General Fund – CIP for improvements to the Wailua Golf Course cart path.

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. 2975, Bill No. 2977, and Bill No. 2978 during the October 15, 2025 Council Meeting, by the following vote:

AYES:	Bulosan, Carvalho, Cowden, Holland, Kuali'i, Rapozo	TOTAL – 6,
NOES:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kaneshiro	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Lihu'e, Hawai'i
October 15, 2025

/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 – October 22, 2025)

ORDINANCE NO. _____

BILL NO. 2975

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING
AGREEMENT FOR BARGAINING UNIT 12
BETWEEN JULY 1, 2025 AND JUNE 30, 2029**

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") 12 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2025 through June 30, 2029:

BU-12:

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

- Continue step movement plan; and
- 5.00% across the board (ATB) increase.

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

- Continue step movement plan;
- 5.00% across the board (ATB) increase; and
- All Unit 12 employees on salary ranges PO-7 to PO-15 shall receive a one-time lump sum retention bonus of one thousand eight hundred dollars (\$1,800).

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

- Continue step movement plan; and
- 5.00% across the board (ATB) increase.

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

- Continue step movement plan; and
- 5.00% across the board (ATB) 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 rollover 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 when 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 12 for the period of July 1, 2025 to June 30, 2029.

Introduced by:



ARRYL KANESHIRO
(By Request)

DATE OF INTRODUCTION:

October 15, 2025

Līhu'e, Kaua'i, Hawai'i

V:\BILLS\2024-2026 TERM\PDB - CBA Arbitrated Award SHOPO Unit 12 - 10-15-2025 (MR)
AAO_ss.doc

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2975, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on October 15, 2025, by the following vote:

FOR PASSAGE:	Bulosan, Carvalho, Cowden, Holland, Kuali'i, Rapozo	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kaneshiro	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
October 15, 2025

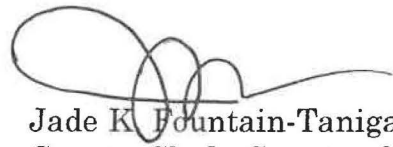

Jade K. Fountain-Tanigawa
County Clerk, County of Kaua'i

Exhibit A

County of Kauai
Bargaining Unit 12
Contract Period: July 1, 2025 to June 30, 2029

BU-12-INCLUDED				
FY	2026	2027	2028	2029
	\$ 1,192,469			
		\$ 2,892,644		
			\$ 4,194,432	
				\$ 5,880,143
TOTAL INCLUDED				\$ 14,159,688

BU-12-EXCLUDED				
FY	2026	2027	2028	2029
	\$ 63,347			
		\$ 153,796		
			\$ 221,275	
				\$ 308,455
TOTAL EXCLUDED				\$ 746,873

YEARLY TOTAL	\$ 1,255,816	\$ 3,046,440	\$ 4,415,707	\$ 6,188,598
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TOTAL COST				\$ 14,906,561
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ORDINANCE NO. _____

BILL NO. 2977

**A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2025-905,
AS AMENDED, RELATING TO THE OPERATING BUDGET OF THE
COUNTY OF KAUAI, STATE OF HAWAII, FOR THE FISCAL YEAR
JULY 1, 2025 THROUGH JUNE 30, 2026, BY REVISING THE
AMOUNTS ESTIMATED IN THE GENERAL FUND**

BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, STATE OF HAWAII:

SECTION 1. That pursuant to Section 19.07B and Section 19.10A of the Charter of the County of Kauai, as amended, Ordinance No. B-2025-905, as amended, relating to the Operating Budget of the County of Kauai, State of Hawaii, for the Fiscal Year July 1, 2025 through June 30, 2026, be hereby amended as follows:

The sum of \$445,000.00 by revising the amounts estimated in the Wailua Golf Course Cart Path CIP Fund from the following account:

Equity / Fund Balance – Assigned	[\$445,000.00]
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Be and is hereby appropriated for the following purpose:

Contribution To General Fund CIP	\$445,000.00
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SECTION 2. This Ordinance shall take effect upon its approval.

Introduced by:



MEL RAPOZO

DATE OF INTRODUCTION:

October 15, 2025

Lihu'e, Kauai, Hawaii

V:\BILLS\2024-2026 TERM\Money Bill - Wailua GC Cart Path CIP (MR) JY_ss.docx

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2977, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on October 15, 2025, by the following vote:

FOR PASSAGE:	Bulosan, Carvalho, Cowden, Holland, Kuali'i, Rapozo	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kaneshiro	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
October 15, 2025


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

ORDINANCE NO. _____

BILL NO. 2978

**A BILL FOR AN ORDINANCE AMENDING ORDINANCE NO. B-2025-906,
AS AMENDED, RELATING TO THE CAPITAL BUDGET OF THE
COUNTY OF KAUAI, STATE OF HAWAII, FOR THE FISCAL YEAR
JULY 1, 2025 THROUGH JUNE 30, 2026, BY REVISING THE
AMOUNTS ESTIMATED IN THE GENERAL FUND - CIP**

BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, STATE OF HAWAII:

SECTION 1. That pursuant to Section 19.07B and Section 19.10A of the Charter of the County of Kaua'i, as amended, Ordinance No. B-2025-906, as amended, relating to the Capital Budget of the County of Kaua'i, State of Hawai'i, for the Fiscal Year July 1, 2025 through June 30, 2026, be hereby amended as follows:

The sum of up to \$445,000.00 by revising the amounts estimated in the General Fund – CIP be and is hereby appropriated for the following purpose:

Wailua GC Cart Path Improvements	R24030	\$445,000.00
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SECTION 2. This Ordinance shall take effect upon its approval.

Introduced by:


MEL RAPOZO

DATE OF INTRODUCTION:

October 15, 2025

Lihue, Kaua'i, Hawai'i

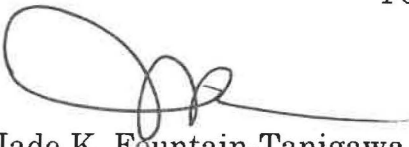
V:\BILLS\2024-2026 TERM\Money Bill - Wailua GC Cart Path General Fund CIP (MR) JY_ss.docx

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2978, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on October 15, 2025, by the following vote:

FOR PASSAGE:	Bulosan, Carvalho, Cowden, Holland, Kuali'i, Rapozo	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kaneshiro	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Līhu'e, Hawai'i
October 15, 2025


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