

**SALARY COMMISSION MINUTES
OFFICE OF THE MAYOR
KALANA O MAUI, 9TH FLOOR
MAYOR'S CONFERENCE ROOM
July 8, 2016**

Present:

Harold Ames
Edward Tamori
Tammie Matsuura
Wallace Tom
Christian Tackett

Excused:

James Talon, Chair
James Likes, Vice-Chair
Gail Kanetani
Kelly Ann Swanson

Staff:

John Buck, Mayor's Executive Assistant
David Underwood, Director of Personnel Services
Gary Murai, Corporation Counsel
Lisa Tajiri, Secretary

I. Call to order

Gary Murai requested that members needed to nominate a Chair for this meeting since Chair Talon and Vice-Chair Likes were absent.
Commissioner Tackett nominated himself and all was in favor of nomination.

II. Public Testimony

There was no public testimony.

III. Approve the Minutes of the March 11, 2016 and March 30, 2016 Salary Commission Meetings

Commissioner Tamori moved and seconded by Commissioner Tom to approve the meeting minutes for March 11, 2016 & March 30, 2016. Motion carried.

IV. Presentations from Dept. of Public Works, Dept. of Environmental Management, Dept. of Planning, and Dept. of Water Supply

1) Presentations from Director David Goode and Deputy Director Rowena Dagdag-Andaya of Dept. of Public Works

- Written testimony presented by Director David Goode to members and staff. Director Goode noted that he has been a Director/Deputy for the past 13 years.
- Written testimony presented by Deputy Director Rowena Dagdag-Andaya to members and staff. Deputy's overall role is to assist the Director.

Chair Tackett: How do you feel about your salaries in perspective to where you live and your subordinate salaries.

Director Goode: If you look at the responsibilities and pay range in the private sector they pay more, but we do have better benefits as a whole.

Deputy Dagdag-Andaya: We don't get overtime pay and we often staff when a EOC is in order and attend outside meetings far and near.

Commissioner Ames: When was the last pay increase that you received and what was the percentage.

John Buck: Around 15% it was based on a 5 year period. Bargaining units were getting annual increases of 3% over 5 years, and that's how they based the raises.

Gary Murai: Having to work with the different Directors/Deputy Directors over the past years, I know we have excellent and stellar people. But, you also need to remember what this Commission is responsible for is the salary of the position and not the people in the positions.

2) Presentations from Director Stewart Stant and Deputy Director Michael Miyamoto of Dept. of Environmental Management

- Written testimony presented by Director Stewart Stant and Deputy Director Michael Miyamoto to members and staff.

Chair Tackett: Do you feel that your pay is adequate for what you need to go through in this position.

Director Stant: This is a hard question, I've been to Corporation Counsel, Dept. of Personnel Services a few times during the past 6 months. We need to go through a lot more than what the job description entails.

I get approached when I'm out during my own personal time with people who are not necessarily happy with me or my department. If I knew then (before accepting this position) what I know now, I wouldn't have taken the position.

3) Presentation from Deputy Director Michele McLean of Dept. of Planning

- Written testimony presented by Deputy Director Michele McLean to members and staff. Director William Spence is on vacation.
- Deputy Director McLean stated that there are division chiefs in their dept. that are paid higher than the director and deputy director. This does place us at a disadvantage from time to time and our status with these employees.

Chair Tackett: You're in the same situation as the other departments, whereas the bargaining unit employees are catching up or surpassing the department heads.

4) Presentation from Director David Taylor of Dept. of Water Supply

- Written testimony presented by Director David Taylor of Dept. of Water Supply.
- I have return rights back to my previous EM 7 civil service position which is approximately \$4,000 more than my current salary with a lot less stress and overtime pay.
- Unable to recall a single division head that took a director or deputy director position in the past 20 years that I've been here with the County, and I think that's something to think about.

V. Correspondence

Correspondence from Kauai County Salary Commission regarding Salary Commission Proposed Action for 2016-2017 Fiscal Year.

Correspondence from Hawaii County regarding Proposed Action for 2016-2017 Fiscal Year.

VI. Determine Next Meeting Date and Set Agenda

Agenda setting to invite departments in groups for presentation to salary commission. The agenda for these meetings are subject to change.

- 1) **Meeting scheduled for September 9, 2016**
Fire, Police, Prosecuting Attorney, and Liquor
- 2) **Meeting scheduled for October 14, 2016**
Corporation Counsel, MD, Finance, Auditor, & Council

VII. Adjournment