

**SALARY COMMISSION
MINUTES
KALANA O MAUI, 9th FLOOR
OFFICE OF THE MAYOR
MAYOR'S CONFERENCE ROOM
Friday, April 12, 2019**

Present:

Kelly Swanson, Vice-Chair
Clark Abbott
Peter Martin
Wallace Tom
Stanford Lantias
Dawnalyn Fujiwara

Excused:

Dr. Scott Parker

Staff:

Gladys Baisa, Community Liaison
Darlene Endrina, Community Liaison
David Underwood, Director of Personnel Services
Gary Murai, Deputy Corporation Counsel
Pili Nahooikaika, Administrative Assistant

1. Call to Order/Roll Call

The meeting was called to order by Vice-Chair Swanson at 8:37 a.m. and roll call confirmed a quorum of six members in attendance (Vice-Chair Swanson, and Commissioners Abbott, Martin, Tom, Lantias, and Fujiwara).

2. Public Testimony

Public Testimony was provided by the following individuals:

- a) Council Vice-Chair Keani Rawlins-Fernandez
Ms. Rawlins-Fernandez testified in support of salary increases for Councilmembers suggesting a comparison to the Mayor's current salary.
- b) Councilmember Yuki Lei Sugimura
Ms. Sugimura testified provided the commission with information relating to councilmember pay and the demands of their position.
- c) Jennifer Karaca
Ms. Karaca testified in support of salary increases for Councilmembers, echoing Ms. Rawlins-Fernandez's request that their salaries be comparable to the Mayor's current salary.

- d) Joe Kent
Mr. Kent provided documentation to the commission relating to salary comparisons between Hawaii counties and other states. He commented that providing higher salaries do not necessarily promote the hiring of better candidates.
- e) Artemio Baxa
Mr. Baxa testified in support of salary increases for the Mayor and Councilmembers due to their responsibilities, hours, and their hard efforts in their positions on a daily basis.
- f) Stephen Smith
Mr. Smith testified in non-support of salary increases for the Councilmembers.
- g) Prosecuting Attorney Don Guzman
Mr. Guzman testified in support of salary increases for Councilmembers due to their hours and responsibilities further commenting that their work is not of an everyday part-time position holder.
- h) Trinette Furtado
Ms. Furtado testified in support of salary increases for Councilmembers based on their responsibilities to Maui, Lanai, and Molokai as a whole.
- i) Kathy Kaohu
Ms. Kaohu requested clarification of agenda item 7 stating that the item does not clearly reflect the type of action the commission will take with regards to salaries for the Councilmembers.
- j) Steve Frates
Mr. Frates provided a report relating to State of Hawaii public employee compensation and related liabilities. He advised the committee to inform the community of their plans in increasing salaries, and he recommended that salaries meet market credentials for specific professionals.

3. Approve the Minutes of the February 8, 2019 and February 22, 2019 Salary Commission Meetings

Commissioner Abbot moved and Commissioner Tom seconded the motion to approve of the minutes of February 8, 2019 and February 22, 2019. The motion carried.

4. Welcome New Members

The Commission welcomed new members Stanford Lantias and Dawnalyn Fujiwara. Member Lantias introduced his professional background as Assistant General Manager of a commercial brokerage real estate business. Member Fujiwara introduced her professional background as real estate and property management.

5. Review Charter of the Salary Commission

Deputy Murai reviewed the rules or practices and procedures of the Commission highlighting on agenda posting, minutes, etc.

6. Discussion on Correspondences Received

Discussion was deferred to agenda item 7.

7. Discussion and Possible Action Regarding a Salary Adjustment for Members of the Maui County Council

Vice-Chair Swanson and Member Martin expressed that they are opposed to making decisions on salary increases at this meeting.

Vice-Chair Swanson solicited motions for a 3% cost of living adjustment for Councilmembers. She explained that the adjustment would serve as a buffer while the commission does a comprehensive review for additional increases.

Motion:

Member Tom moved and Member Lanas seconded the motion of a 3% cost of living adjustment for the Members of the Maui County Council effective January 2, 2019.

Discussion on the Motion:

Member Martin opposed the motion. Member Abbott expressed concern in fear of Commission receiving additional requests for salary increases.

Call for a Vote:

Vice-Chair Swanson called for a vote.

Members Lanas, Tom, and Fujiwara voted in favor.

Members Martin and Abbott opposed.

The votes were 3 ayes and 2 noes. The motion failed.

8. Determine Next Meeting Date and Set Agenda

The next meeting is scheduled for May 17, 2019 at 8:30 a.m. in the Mayor's Conference Room. The agenda items are to include the following:

- Discussion and Possible Action Regarding a Salary Adjustment for Members of the Maui County Council
- Election of Chair and Vice Chair for the 2019-2020 Commission Term
- Comprehensive Review of the Mayor, Directors/Deputies, and County Auditor Salaries and the Commission's Plan on Structure of that Meeting.

9. Adjournment

Commissioner Martin moved and Commissioner Lanas seconded the motion to adjourn. The motion unanimously carried. The meeting adjourned at 10:31 a.m.