

**SALARY COMMISSION
MINUTES
KALANA O MAUI, 9th FLOOR
OFFICE OF THE MAYOR
MAYOR'S CONFERENCE ROOM
Friday, May 17, 2019**

Present:

Kelly Swanson, Vice-Chair
Clark Abbott
Peter Martin
Wallace Tom
Stanford Lantias
Dawnalyn Fujiwara
Dr. Scott Parker
Vernon Oato

Staff:

Darlene Endrina, Community Liaison
Cynthia Razo, Deputy Director of Personnel Services
Gary Murai, Deputy Corporation Counsel
Michele Yoshimura, Budget Director
Pili Nahooikaika, Administrative Assistant

1. Call to Order/Roll Call

The meeting was called to order by Vice-Chair Swanson at 8:35 a.m. and roll call confirmed a quorum of seven members in attendance (Vice-Chair Swanson, and Commissioners Abbott, Martin, Tom, Lantias, Fujiwara, Parker, and Oato).

2. Public Testimony

Public Testimony was provided by the following individuals:

- a) Councilmember Yuki Lei Sugimura
Councilmember Sugimura requested an amendment to item 2b of the Salary Commission meeting minutes of April 12, 2019. Councilmember Sugimura clarified that her testimony on April 12th provided the commission with information relating to councilmember pay and the demands of their position.
- b) Joe Kent
Mr. Kent provided documentation to the commission relating to property tax rates, county spending, and salary comparisons for Mayor, Council Chair and Councilmembers between Hawaii counties.
- c) Kyle Ginoza
Mr. Ginoza testified in support of salary increases for Directors. He expressed that Directors' positions have evolved making the position more challenging and therefore should receive higher compensation.

3. Welcome New Members Dr. Scott Parker and Vernon Oato

The Commission welcomed new members Dr. Scott Parker and Vernon Oato

4. Approve the Minutes of the April 12, 2019 Salary Commission Meetings

Commissioner Martin requested an amendment to item 2c of the Salary Commission meeting minutes of April 12, 2019. He requested to omit the words "and Ms. Sugimura's" from Ms. Karaca's testimony and Deputy Murai added to also omit the word "both" in the same sentence to now be read as: "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."

Commissioner Abbot moved and Commissioner Fujiwara seconded the motion to approve of the minutes of April 12, 2019 as amended. The motion carried.

5. Old Business

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

Commissioner Martin commented that he didn't feel an increase to Councilmembers' salaries is something the Commission should rush into.

Commissioner Abbott commented that it would be wise to tighten the strings and not contribute to the system's debt toll by increasing salaries.

Commissioner Parker asked how can a person justify an increase to a neighboring city and county that has a larger population and a larger operating budget but are being paid less to accomplish what they need to for the betterment of their community? He questioned who is making the determination that the Councilmembers are not paid enough and he explained that there is a difference in how to respond or resolve the matter depending on who's raising the question.

Vice-Chair Swanson responded that the Commission provided a 3 percent salary increase for Department Deputies, Directors and the Mayor. She explained that the Councilmembers were the only ones who did not receive an increase and that the Councilmembers feel they deserve an increase but they're elected officials as well and it's not the Commission's job to determine for any of these positions whether an individual is doing a good job or a bad job. She added that the Commission is not awarding salaries based on the person as an individual, but instead they're awarded based on the demands of the position.

Commissioner Parker suggested using caution with the term Cost of Living increase. He explained that using such term may provide pretenses to positions that are potentially purview that benefit.

Commissioner Abbott commented that the term Cost of Living is ambiguous and should be stated as a specific item or a specific goal.

Vice-Chair Swanson explained that the wording "Cost of Living" was used as a broad term to serve as a buffer allowing the Commission to have a more structured idea when handling Directors' and everyone's salaries for a longer term.

There was no further discussion or action taken on this item.

6. New Business

a. Election of Chair and Vice Chair for 2019-2020 Term

Vice-Chair Swanson opened nominations for Commission Chair.

Commissioner Martin moved and Commissioner Abbott seconded the motion to nominate Vice-Chair Swanson as Commission Chair.

No other nominations for Commission Chair were made.

Vice-Chair Swanson closed nominations for Commission Chair.

There was no discussion.

Vice-Chair Swanson called for vote. The motion unanimously carried.

Vice-Chair Swanson opened nominations for Commission Vice-Chair.

Commissioner Tom moved and Commissioner Martin seconded the motion to nominate Member Abbott as Commission Vice-Chair.

No other nominations for Commission Vice-Chair were made.

Vice-Chair Swanson closed nominations for Commission Vice-Chair.

There was no discussion.

Vice-Chair Swanson called for vote. The motion unanimously carried.

b. Discussion on Creating a Plan for Comprehensive Review of Salaries for Department Directors and Deputies, the County Auditor, and the Mayor

The Commission agreed to invite three departments to provide a presentation at the next meeting relating to the Director's position description, their actual position description, benefits package, subordinate's salaries, and other pertinent information.

7. Agenda Setting

The next meeting agenda is to include the following:

Discussion on Comprehensive Review of Salaries for Department Directors and Deputies, the County Auditor, and the Mayor

8. Next Meeting

The Salary Commission regularly meets on the second Friday of each month. The next meeting is scheduled for July 19, 2019 at 8:30 a.m. in the Mayor's Conference Room.

9. Adjournment

Commissioner Martin moved and Commissioner Abbott seconded the motion to adjourn. The motion unanimously carried. The meeting adjourned at 9:52 a.m.

DRAFT