

**SALARY COMMISSION
MINUTES
OFFICE OF THE MAYOR
KALANA O MAUI, 9TH FLOOR, MAYOR'S CONFERENCE ROOM
Friday, March 13, 2020**

Present:

Kelly Swanson, Chair
Clark Abbott, Vice-Chair
Vernon Oato
Paul Kailiponi
Stanford Lantias
Wallace Tom

Excused:

Dawnalyn Fujiwara
Peter Martin
Scott Parker

Staff:

Gary Murai, Deputy Corporation Counsel
Sherilyn Otsubo, Administrative Assistant

1. Call to Order/Roll Call

The meeting was called to order by Chair Swanson at 8:30 a.m. and roll call confirmed a quorum of six members in attendance (Chair Swanson, Vice-Chair Abbott, and Commissioners Oato, Kailiponi, Lantias and Tom). Commissioners Fujiwara, Martin and Parker were excused.

2. Public Testimony

There was no public testimony.

3. Approval of the Minutes of the February 14, 2020 meeting

Vice-Chair Abbott moved to approve the minutes and Commissioner Oato seconded the motion. The motion passed unanimously.

4. Discussion of salary inversion

Commissioner Oato asked if the commission is addressing hourly or salaried employees that are making more than the administrative staff.

Deputy Corporation Counsel Murai stated that this is a bigger problem in the public safety departments because there are more opportunities for overtime to occur.

Commissioner Kailiponi said that there is a difference between base pay and gross pay. In instances where it's due to overtime, that's on top of their base pay. The only department where base pays are higher is in the police department. There are 3 salaried police officers who have a base pay that is higher than the chief and deputy chief. The reason to try to avoid inversion is because it disincentivizes your highest level workers from taking executive positions.

Commissioner Lantias stated that when you're in a salaried position it comes with the requirement of the position. Recruitment is the issue and needs to be stronger. Those departments need to figure out how to improve the marketing part of recruitment.

Commissioner Kailiponi stated that if you're getting qualified applicants for the salaries that is offered then it suggests that the salary is appropriate.

Chair Swanson noted that the next time the commission does a review of the departments; they ask about how their recruitment process is going.

Deputy Corporation Counsel Murai stated that inversion will always exist as long as you have unions and collective bargaining. The determination is if the commission feels it's a problem which is fixed by increasing salaries.

5. Deliberation and possible action on salaries for the positions of Mayor, County Council Chair and County Council Members.

Chair Lee submitted correspondence advocating for the Council members to receive an increase in salary.

Chair Swanson mentioned that Commissioner Martin requested that no action be taken due to his absence, however the Chair felt that this item was on the agenda and although everyone's position is valuable she will not recommend deferral.

Chair Swanson stated that with everything that is going on in the world (the unknown current economic situation), her position is to match what was given to the other departments, which is a 2% cost of living increase effective January 1, 2021.

Commissioner Oato asked about the mayor's previous increase.

Deputy Corporation Counsel Murai said that the mayor had an increase, but the council hasn't had an increase for a longer time. The council's pay is still the highest in the state. The rationale of the commission in the last 3 or 4 years is that while department heads and the mayor received an increase, it was because they were being out-paced by other directors across the state. For councilmembers, the commission didn't give them a raise because they were still the highest paid.

Vice-Chair Abbott passed out a document with some salaries.

Commissioner Kailiponi made a motion to give a 2% cost of living increase to the Council Chair, councilmembers and the mayor effective January 1, 2021. Vice-Chair Abbott seconded the motion.

Commissioner Kailiponi noted that the wrong way address this is to assess the performance of any of the councilmembers.

Deputy Corporation Counsel Murai said that this depoliticizes to a point what Commissioner Kailiponi's concern is because this will take effect after the election.

Chair Swanson called for the vote. The vote was 6 ayes and 0 nos.

6. Election of the Salary Commission Chair and Vice-Chair for the 2020-2021 term.

Commissioner Oato stated that he wanted to defer this item until the commission had more participation since three commissioners were not in attendance.

Commissioner Kailiponi felt that it was important to select a chair and vice-chair at this meeting because you cannot guarantee full participation at any meeting.

Chair Swanson nominated Commissioner Kailiponi.

Commissioner Tom nominated Chair Swanson.

Chair Swanson called for the vote for herself to be reappointed as chair. The vote was unanimous.

Commissioner Lantias nominated Commissioner Kailiponi for Vice-Chair. Commissioner Tom seconded.

Chair Swanson called for the vote for Commissioner Kailiponi for Vice-Chair. The vote was unanimous.

7. Presentation of Certificate of Appreciation to Commissioner Tom.

Chair Swanson thanked Commissioner Tom for his service and presented him with a certificate and letter on behalf of Mayor Victorino.

Deputy Corporation Counsel Murai mentioned that for the past 5 years, Commissioner Tom has been a reliable commissioner as far as attendance, he has always participated and always had good insights.

8. Agenda setting for next meeting.

Commissioner Kailiponi mentioned the Charter Amendment to change the Office of Management which moves all oversight and management duties from the Mayor to the Managing Director and creating an Office of Management. This is a significant shift of

duties away from the Mayor and to the Managing Director. An “activist” Salary Commission would have some insight before the vote on the amendment. The commission can be passive and just wait to see what happens.

- a. Status of the Charter Amendment
- b. Welcome of our new commissioner
- c. Discussion of the salaries of the director, deputy director, county auditor, councilmembers and the mayor.

9. Schedule Next Meeting

The next meeting is scheduled for May 8, 2020 at 8:30 a.m. in the Mayor’s Conference Room.

10. Adjournment

The meeting adjourned at 9:36 a.m.