

**SALARY COMMISSION
MINUTES
September 11, 2020
Meeting Site: Online via Blue Jeans**

Present:

Kelly Swanson, Chair
Vernon Oato
Dawnalyn Fujiwara
Edwin Misaki
Clark Abbott
Peter Martin

Absent:

Stanford Lantias
Scott Parker

Staff:

David Underwood, Direct, Personnel Services
Michele Yoshimura, Budget Director
Gary Murai, Deputy Corporation Counsel
Ipo Mossman, Community Liaison
Darlene Endrina, Community Liaison
Tiffany Iida, Administrative Assistant

1. Call to Order/Roll Call

The meeting was called to order by Chair Swanson at 8:40 a.m. Roll call confirmed a quorum of six members in attendance (Chair Swanson, Commissioners Oato, Fujiwara, Abbot, Misaki and Martin). Commissioners Lantias and Parker were absent.

2. Public Testimony

There was no public testimony.

3. Approval of the June 12, 2020 Meeting Minutes

Commissioner Abbott moved to approve the minutes of June 12, 2020, Commissioner Martin seconded the motion. The motion passed unanimously.

4. Election of the Vice Chair for the Salary Commission

Chair Swanson reported that Paul Kaililiponi resigned from the Salary Commission and is on another commission. As such, a new Vice Chair must be nominated and voted upon. Chair Swanson asked for any nominations. Commissioner Abbott said he would serve as Vice Chair.

Commissioner Martin moved to nominate Commissioner Abbot as Vice Chair to the Salary Commission. Chair Swanson seconded the motion. The motion passed unanimously. Commission Abbot is the new Vice Chair of the Salary Commission.

5. Correspondence: Letter from Mayor Michael P. Victorino, Dated June 11, 2020, regarding salary increase for the Mayor

Chair Swanson asked if everyone received a copy of the Letter from Mayor Victorino asking that the Salary Commission not grant the salary increase for himself (Mayor). Commissioner Martin asked for clarification that Mayor Victorino is to rescind the salary increase for himself and not for the County Council. Chair Swanson clarified that yes, the request by Mayor Victorino is only for himself.

Corporation Counsel Murai informed the commission that Mayor Victorino is only asking to rescind the salary increase for the Mayor's position. Corporation Counsel Murai also explained that the increase would not take into effect on January 1, 2021. Corporation Counsel Murai recommended that the commission not take immediate action to vote on rescinding or not rescinding the Mayor's salary increase. Some actions that the commission could take are just filing the letter, respond to the letter, defer making a decision to a later date, decrease the raise in salary or accept the request by Mayor Victorino. Commissioner Martin agreed that it would be best to table this request to a later date. Chair Swanson said that her thought was to defer this matter until after the elections. Commissioner Martin motioned to defer this matter until after the elections. Vice Chair Abbott seconded the motion. Motion passed unanimously.

6. Update from Budget Director on the status of the County's current budget relating to salaries and subsequent discussion

Budget Director Yoshimura reported that there was a mix up on the correspondence from DHC Deputy Director Linda Munsen requesting whether there were any changes to the revenue on current budget projection trends since January 29th. In a new fiscal year 2021 and experienced some short falls at the end of fiscal year 2020. Shortfall in TAT revenue of about four (4) million dollars. This shortfall did not result in any changes to the budget. For fiscal year 2021 the Council did chose not to recognize any TAT moving forward. For fiscal year 2021 the TAT projection is zero (0), which is a loss of twenty-three (23) million dollars. There is an increase in real property tax, which will assist with the shortfall from the TAT. All the increases in salary for collective bargaining agreements as well as those from the Salary Commission are budgeted for. Chair Swanson acknowledged that the salary increases that the commission made have been budgeted, however, will the revenue for County be able cover the budget? Budget Director Yoshimura said yes and that a five (5) percent reduction to the County's overall budget was implemented from what was proposed and adopted by the Council. It was also projected for five (5) months of decrease in revenue for special funds such as water, wastewater, solid waste, highway and full tax. County has collected it's first half allotment for real property tax, but cautious with the upcoming February collections because a lot of the property tax comes from hotels and short term rentals (visitor industry), so we may experience a shortfall there, but won't know until after the February collections. Budget Chair Yoshimura stated that the County is proceeding with current budget, but with caution knowing that in the second half of the year there may be reductions or changes depending on what the second half revenues come in at. Chair Swanson asked Budget Chair Yoshimura to present once again after the real property tax revenues come in.

7. Agenda setting for the next meeting

Chair Swanson said she does not see a need to have a meeting in October and that the next meeting could be after elections to discuss the possible new positions. Corporation Counsel Murai spoke about these positions. Charter Amendments on the ballot are to create a new Managing Director and Deputy Managing Director positions. Although we currently have a Managing Director and Deputy Managing Directors positions, if passed the scope of the job duties will change and Salary Commission may want to see whether any salary adjustments are necessary. There is also a Director of Agriculture on the ballot, not sure if there will also be a Deputy Director of Agriculture. Salary Commission will be charged with setting the salary for those positions. Salary Commission does not have to meet immediately on this. Even if it passes, it won't take into effect immediately.

Vice Chair Abbott asked if the Charter Amendments pass, when will the new salaries take into effect. Corporation Counsel Murai said that a request will come from the Mayor's Office to the Salary Commission to discuss and set the salaries. It will take time as information will need to be gathered regarding what the job duties will be and the qualifications.

Agenda items:

1. Discussion of Election Results
2. Reviewing the duties and salary for the Managing Director/Deputy Director
3. Reviewing the duties and salary for the Agriculture Director
4. Discuss Salary Commission's plans for 2021

8. Schedule next meeting

The next meeting is scheduled for December 11, 2020 at 8:30 a.m.

9. Adjournment

Meeting adjourned at 9:03 a.m.