

**SALARY COMMISSION
MINUTES
August 13, 2021
Meeting Site: Online via Blue Jeans**

1. Call to Order/Roll Call

The meeting was called to order by Chair Abbott at 8:35 a.m.

Present:

Clark Abbott, Chair
Dawnalyn Fujiwara, Vice-Chair
Tambara Garrick
Grant Nakama
Scott Parker
Edwin Misaki
Peter Martin
Andrew Ho

Excused

Stanford Lantias

Staff:

Gary Murai, Deputy Corporation Counsel
David Underwood, Director of Personnel Services
Stacy Takahashi, Administrative Officer
Rochelle Ines, Secretary

2. Public Testimony

There was no public testimony presented.

3. Approval of the Minutes

Commissioner Garrick made the motion seconded by Commissioner Martin to approve the minutes of the July 9, 2021 meeting. The motion was unanimously passed.

4. Receipt of information requested and continuing the discussion regarding the FY 2022 salary reviews for the Mayor, County Council Members, Department Directors, Department Deputy Directors, and the County Auditor.

- Chair Abbott asked Commissioners if they have any questions for Director Underwood on the receipt of information requested. No response from the Commissioners.
- Chair Abbott confirmed Dr. Carl Bonham's Presentation for the October 8 meeting
- Commissioner Martin suggested bringing in Grassroots Institute
- Deputy Corporation Counsel Murai reviewed how past salary Commissions conducted their review.

- You have a range of options or choose to do nothing. This would cause a status quo. All salaries remain the same.
- You could also solicit input and presentations for directors for each department to make brief presentations. In the past, directors gave their opinion on their job descriptions.
- The Mayor, Council and Council Chair made presentations in the past as well.
- Schedule logically – by groups of, 3, 4 or 5 departments at a time.
 - Infrastructure - Planning, Public Works, Environmental Management and Water
 - Public Safety – Prosecuting Attorney, Fire, Police, Corporation Counsel
 - Separately - Finance, Housing & Human Concerns, Transportation, Liquor
- A plan should be created to increase, maintain – status quo, or decrease salaries
- Commissioner Nakama made a motion to go with Deputy Corporation Counsel Murai’s last recommendation of Infrastructure, Public Safety and the rest of the departments. Commissioner Garrick seconded, noting that with today’s changing employment strategies in both public and private sector.
- Chair Abbott agrees with Commissioner Martin about inviting Grassroots Institute to prepare a presentation
- Deputy Corporation Counsel Murai asked for clarification on the Grassroots Institute presentation
- Chair Abbott clarified the economic condition of the State and the County
- Deputy Corporation Counsel Murai noted that he wasn’t sure if they are experts in the economic conditions. They generally deal with taxation issues. He would recommend guidance as to what you want from them.
- Chair Abbott said there was a great deal of salary comparison values from all over the state, county and the country showing what positions were paid here vs same and similar type city or county on the mainland or on another state. It was interesting to find out how different it was and how expensive it was here compared to other similar counties like Maui.
- Commissioner Parker had a question – for the motion which was seconded, if we could discuss it – the letter from Director Underwood which calls out specific departments where he identifies inversions of gross pay to refine analysis, versus calling all the departments in. There are 8 in particular that has concern on salary conversion. Should we pay particular attention to the 8 first?
 - Chair Abbott – do they change the wording in the motion to all departments or 8 mentioned in Director Underwood’s letter first?
 - Deputy Corporation Counsel Murai
 - Amend to the main motion from Commissioner Nakama. Any member can amend that motion

- Amend to hear from the 8 departments first
- The motion is very broad. Some heads may not be able to come in on the specified day. You can set a broad plan and refine it as we go along.
- Commissioner Martin agrees to hear from the 8 department heads first but noted that in the past, they heard from all departments and learned a lot from each of them.
- Chair Abbott asked for a motion to bring in 8 departments. It was unanimously approved. Motion was passed.
- Commissioner Parker made a motion to invite Department of Environmental Management, Public Works, Water Supply and Planning to present on the September meeting. Commissioner Martin seconded. It was unanimously approved. Motion was passed.

5. Agenda Setting for Next Meeting

- Presentations by the following Departments:
 - Department of Environmental Management
 - Department of Public Works
 - Department of Water Supply
 - Department of Planning

6. Announcements

The next meeting is scheduled for Friday, September 10, 2021 at 8:30am, online, via BlueJeans.

7. Adjournment

Meeting adjourned at 9:04 a.m.