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FIRE AND PUBLIC SAFETY COMMISSION

COUNTY OF MAUI

TRANSCRIPT OF PROCEEDINGS

REGULAR MEETING

Held via BlueJeans, commencing at 10:01 a.m., on
February 17, 2022

REPORTED BY: SANDRA J. GRAN, RPR/CSR #424

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ATTENDANCE

COMMISSION MEMBERS PRESENT:

- Lisa Vares, Vice Chair
- Gregg Lundberg, Member
- Dwight Burns, Member
- Donna Sterling, Member
- Punahuele Alcon, Member
- Max Kincaid, Jr., Member
- Dylan Andrion, Member
- Makalapua Kanuha, Member

STAFF:

- Bradford Ventura, Fire Chief
- Gavin Fujioka, Deputy Fire Chief
- Jeffrey Geisea, Assistant Fire Chief
- Hanalei Lindo, Assistant Fire Chief
- Moana Lutey, Corporation Counsel
- Daniel Kunkel, Deputy Corporation Counsel
- Richelle Wakamatsu, Commission Secretary
- Herman Andaya, Maui Emergency Management Agency

1 (February 17, 2022, 10:01 a.m.)

2 * * *

3 CHAIR VARES: Good morning. It's 10:01 a.m. It is
4 Thursday, February 17th, and I'd like to call to order the
5 Maui Fire and Public Safety Commission meeting. My name is
6 Lisa Vares; I'm the vice chair of the commission. Chair Kyle
7 Ginoza is excused today, and I'll be chairing the meeting.

8 I'd like to start off with the roll call if I could,
9 please.

10 Chair Ginoza is excused.

11 Commissioner Lundberg, are you here? I haven't
12 heard from Commissioner Lundberg yet.

13 Dwight Burns, are you here?

14 COMMISSIONER BURNS: Here. And, Lisa, I have my
15 coworker in the room with me right now, Justin Tanoue.

16 CHAIR VARES: Okay. You do have someone with you,
17 Justin Kanoe.

18 COMMISSIONER BURNS: Tanoue with a T.

19 CHAIR VARES: Okay, thank you.

20 COMMISSIONER BURNS: Okay.

21 CHAIR VARES: Okay. We've got Commissioner
22 Sterling.

23 COMMISSIONER STERLING: Here, Chair.

24 CHAIR VARES: Good morning.

25 Commissioner Alcon.

1 COMMISSIONER ALCON: Here. No one else in the room
2 with me.

3 CHAIR VARES: Thank you.

4 Commissioner Max Kincaid? He might be joining us
5 later.

6 Commissioner Dylan Andrion is -- oh, yeah, still in.

7 COMMISSIONER ANDRION: I'm here. No one else
8 present in the room.

9 CHAIR VARES: Thank you very much.

10 And, Commissioner Makalapua Kanuha, are you here?

11 COMMISSIONER KANUHA: Aloha kakahiaka pau. Good
12 morning, everyone. I am here in my office at the Westin Nanea
13 Ocean Villas, and I am alone in my office. Mahalo.

14 CHAIR VARES: Wonderful.

15 And I'm alone as well.

16 Okay. Well, I hope everyone got the copy of the
17 minutes from the last meeting, and everyone got to go over it.
18 Was everyone able to receive the meetings from -- the minutes
19 from the January commission meeting?

20 COMMISSIONER STERLING: Yes.

21 CHAIR VARES: And does anyone have questions
22 regarding them?

23 (No response.)

24 CHAIR VARES: None, all right. Right. May I have a
25 motion to accept the January meeting minutes, please?

1 COMMISSIONER BURNS: Motion to accept.

2 COMMISSIONER STERLING: Second.

3 CHAIR VARES: Dwight Burns. And seconded by?

4 COMMISSIONER STERLING: Sterling.

5 CHAIR VARES: Commissioner Donna sterling, correct?

6 COMMISSIONER STERLING: Yeah, correct.

7 CHAIR VARES: Wonderful, wonderful. Thank you,

8 guys.

9 Richelle, is there anyone in -- wishing to testify

10 today for public testimony?

11 MS. WAKAMATSU: Not on my end.

12 CHAIR VARES: Sorry, could you repeat that?

13 MS. WAKAMATSU: Not on my end. Nobody signed up.

14 CHAIR VARES: And is there anyone on the call that

15 wishes to testify from the public?

16 (No response.)

17 CHAIR VARES: No, all right. Great. Okay. Seeing

18 none, public testimony is closed.

19 I'd also like to recognize everyone else that we've

20 got on the call. Let's see, who do we have from Maui Fire?

21 Good morning, Chief.

22 CHIEF VENTURA: Good morning, everybody; nice to see

23 you all. Myself, Chief Ventura here this morning with Deputy

24 Fujioka, Assistant Chiefs Lindo and Giesea in the back. Our

25 presenter Mike Judd from our training bureau and our fire

1 bureau operation cadre, and off camera, we have Richelle and
2 Joyce with us.

3 CHAIR VARES: Okay. Good morning, guys. Very good.
4 And then we've also got Dan Kunkel from corp.
5 Counsel, is that correct? Good morning, Dan.

6 MR. KUNKEL: Good morning. Aloha.

7 CHAIR VARES: And then I'm trying to see if we've
8 got MEMA. Do we have Herman Andaya with the Maui Emergency
9 Management?

10 MEMA OFFICER ANDAYA: Madam Chair, I'm here.

11 CHAIR VARES: Good morning, Herman. Excellent.

12 All right, gang. Well, would you all -- let's see.
13 Now that we've got everybody, roll called out, no testimony;
14 Herman, would you like to start us out with your report?

15 MEMA OFFICER ANDAYA: Yes, I can -- I can start off.

16 Good morning, Commissioners. First of all,
17 yesterday -- or was it two days ago -- President Biden signed
18 the federal disaster declaration for Kona Low, and so that
19 opens up federal funding for public assistance. This includes
20 rebuilding some of the roads that were destroyed as a result
21 of Kona Low. So this is our -- our second disaster
22 declaration that President Biden has signed, the first one
23 being the Haiku floods that occurred early on in 2021, and now
24 the Kona Low, which occurred in December 2021, as well as the
25 ongoing COVID-19, so we have three active federal declarations

1 at this point. So that's a lot for -- for Maui County. A
2 lot's going on. So next week, we'll have the SBA, the Small
3 Business Administration, they're offering loans -- low
4 interest loans for those that were impacted by Kona Low
5 storms, so we'll be having an informational briefing next week
6 Wednesday at 6:00 p.m.

7 We are working, currently working on the CST; this
8 is the civil support team. This is in conjunction with the
9 Hawaii National Guard as well as with the fire department and
10 other agencies throughout the county, the County of Maui. And
11 so the exercise right now is going on at the UH Maui College
12 and you may -- if you pass by there, you'll see people in
13 hazmat suits and other, you know, SRT, that's special response
14 teams, and they're -- and they'll be exercising a -- like
15 it'll be like planting a bomb and there's an active shooter
16 type of situation and things like that. So this is a great
17 opportunity for all of these agencies to come together and to
18 work and to be able to coordinate our response in these types
19 of events, so this is a good exercise for all of us. We did a
20 tabletop exercise yesterday, and that went very well, the fire
21 department was there also, and today we'll be doing the
22 full -- the full exercise, and particularly the hazmat crew of
23 the fire department will be there.

24 That's all I have, Madam Chair, unless there's any
25 questions.

1 CHAIR VARES: Thank you, Herman.

2 Commissioners, does anyone have any questions for
3 Herman regarding his report?

4 (No response.)

5 CHAIR VARES: No, no questions.

6 And I also wanted to note that Commissioner Lundberg
7 has joined us. Oh, now he left again. Once we see him come
8 back on, we'll acknowledge Gregg Lundberg joining the call
9 again.

10 Okay. We've got Herman taken care of. Thank you so
11 much, Herman.

12 MEMA OFFICER ANDAYA: Thank you, Madam Chair.

13 CHAIR VARES: No questions.

14 Okay. We can go ahead and move on to the fire
15 department's report. Chief Ventura.

16 CHIEF VENTURA: Good morning, everybody. So for my
17 report that you have with you today, I'll highlight some of
18 the bigger items. The mayor, we met with him, you know,
19 several times regarding the budget. He's supposed to be
20 getting his budget to council by the end of this month in
21 early March so that we can then work with council to work on
22 our budget for next fiscal year. Chair Ginoza is not here
23 today, but he had asked that after the mayor does approve his
24 proposed budget and put it out, that maybe we can give you
25 guys some comparables in the next -- one of the next meetings,

1 so if that's something we wanted to do, just let me know.

2 I had meetings with -- a meeting with Tamara Paltin,
3 council member, to keep her kind of up to speed on our ocean
4 safety growth and changes. She likes to be contacted about
5 those sorts of things.

6 I testified before the GREAT committee for -- to
7 support the rotary club's efforts to keep the tubes on the
8 beaches. These are those yellow tubes that they manage and
9 they place at various beaches that don't have lifeguards. So
10 that testimony was provided before the GREAT committee.

11 On the back of my report, there's two fire station
12 projects that we're working on; they're kind of the main ones,
13 Haiku and Pukoo. There's a lot of preconstruction work that
14 still needs to be done, so we're working our way through both
15 potentially an environmental assessment and/or exemption to
16 those projects. We have consultants that we're working with
17 on those two projects to kind of guide us because the
18 government construction world is something that we, as the
19 fire department, are not really familiar with, so we rely
20 heavily on our consultants for that.

21 Wailea 670 Project is a development south of Maui
22 Meadows in Kihei that's been on the books for a decade. It's
23 been kind of resurrected, and they're working on the project
24 again to run it through all of its approvals. One part of it
25 that affects us is that council put in years ago that the

1 neighborhood had a two-acre spot for a fire station. This was
2 prior to Wailea opening, so it might change the way we use the
3 property, but I did have a meeting with them to address that
4 that two acres is still desired by our department (inaudible).

5 Then we had a couple of meetings with a couple of
6 groups on the west side of Maui. It was really, really nice
7 to meet with them, Launiupoko community, as well as Rick Nava
8 and some other volunteers from the west side. They do want to
9 work on a public-private partnership to potentially build a
10 fire station somewhere between Olowalu and Launiupoko. They
11 have a bunch of resources and people that are excited about
12 this effort, so we offered them some data to try to help them
13 narrow in on the location. We gave them some guidance on what
14 size property we would want if we were able to fund a full
15 fire station. It really just depends on what they can do and
16 where our county can meet them to determine if we're gonna
17 just put a simple brush truck there or put a full station.
18 That has yet to be determined, but at least there are
19 conversations about making the fire protection out there
20 better as we know our response times on the west side can be
21 long.

22 And then the state fire council is going full-blast
23 right now. We have legislative testimony that we provided for
24 probably over a dozen bills, and we work with state fire
25 council. They watch the bills very closely as far as

1 fireworks, fire safety, ocean safety regulations, other things
2 that come up throughout the year that the legislature wants to
3 make laws or changes to the laws for, so we provide either in
4 favor or against testimony depending on how the laws are
5 written. So that's pretty active right now because the
6 legislature is very busy.

7 Besides my normal presentation, the three handouts
8 that you have before you are the training handout, the calls,
9 and the monthly update. On the training, you'll see the
10 highlights this month were the hazmat refresher, which poured
11 right into what Director Andaya had talked about, our civil
12 support training, our CST training with our hazmat companies.
13 Then we focused on our boat operations, and as Commissioner
14 Kincaid had mentioned, you know, we work closely with the
15 Coast Guard. But any time we do training together or training
16 within our department with our vessels and provide, you know,
17 better training and direction for our crews, then they're
18 gonna be safer out there. So it's still happening, but that
19 was the start last month of the rescue boat operations. And
20 just for everybody's reference, we have a rescue boat in
21 Kahului with our rescue company and one in Lahaina, and we
22 have one in Kaunakakai; those are our three rescue boats.

23 Looking at the incident calendar, January report,
24 it's pretty normal for January. We know we're still in the
25 winter months, so we like the green terrain that we have, that

1 we're surrounded by, for our wildfire response. Those are
2 generally down this time of year for a few more months.

3 And then the monthly update. You know, we decided
4 to provide that snapshot to everybody in the department.
5 We're trying to create as much transparency as we can to all
6 of our members and the public so that if they do have any
7 questions, they can ask us, or if we put anything on here,
8 that at least shows them a glimpse of a project they might be
9 interested in or they could offer to help or ask questions
10 (inaudible).

11 And that concludes my report. Any questions?

12 CHAIR VARES: Thank you, Chief.

13 Do any commissioners have any questions for Chief
14 Ventura?

15 (No response.)

16 CHAIR VARES: No questions? All right. Thanks so
17 much, Chief.

18 And we do have Gregg Lundberg joining us. Welcome,
19 Commissioner Lundberg. Can you hear us okay? Can we see you?

20 All right. Chief Fujioka, dive in. Thank you.

21 DEPUTY CHIEF FUJIOKA: Good morning, everyone. So
22 we'll go over my report for this month. First off,
23 congratulations to our assistant chief of support services
24 Jeff Giese, who recently got promoted. He was our battalion
25 chief of ocean safety previously.

1 Also, we just completed our interviews and
2 promotions for eight captains. They're going through their
3 captain orientation currently, these next three days.

4 Firefighter 3 tests and assessments completed at the
5 end of January, and we're looking at interviews at the end of
6 this month.

7 Moving on to fire equipment mechanic, we completed
8 the interviews on February 4th, we have since hired a
9 candidate, and he is currently going through his
10 pre-employment procedures.

11 Our ocean safety officer 1s, interviews are
12 completed. We have notified nine candidates, and they are
13 also all going through their pre-employment procedures.

14 Moving on to department improvement committee, we
15 sent out two standard operating guidelines. One of them we
16 called -- regarding our flags, our United States of America
17 and our Hawaiian flag, just to have a guideline on when the
18 flag should be raised and how it should be taken down, what
19 uniform we should be in when we raise and lower the flag.
20 There is some conflicting information from different stations
21 asking questions, so we developed a theme, and they came up
22 with this SOG, which was sent out to the department.

23 Also, we sent out our SOG on our SCBA maintenance
24 and inspection or SCBA tac.

25 Union interactions: We consulted with HFFA -- so

1 going back, the arbitration was during the week of January
2 11th through 14th. They completed arbitration hearings, and
3 now we're waiting for the arbitrator's report on our HFFA
4 contract.

5 We also consulted with HFFA on COVID-19 policy.

6 And the arbitration for HGEA is scheduled for March
7 arbitration hearings for HGEA, ocean safety.

8 And the last thing I have is this transmittal from
9 the public. We received a letter from a visitor who's
10 thanking us, thanking the crew from Wailuku who assisted her
11 at the Waihee Ridge Trail. She hurt her arm, and the crews
12 treated her, assisted her down, back down the trail; and she
13 is back home in Arizona recovering well, and she reached out
14 to say thank you to our crew.

15 That's all I have for my report. You guys have any
16 questions?

17 CHAIR VARES: Thank you, Chief Fujioka.

18 Okay. Commissioners, does anyone have any questions
19 for Chief Fujioka? Okay. No questions?

20 (No response.)

21 CHAIR VARES: All right. Thank you so much.

22 Moving on.

23 ASSISTANT CHIEF LINDO: The operations report. Good
24 morning, Chair. Good morning, Commissioners. I'll hit upon
25 this and kind of, you know, bridge everything together and the

1 reason for it, so it's not just numbers coming off, then, and
2 address the reason and how I look at things operationally.

3 So major incident summary, dealing with last month,
4 you had all of these different types of incidents. Why it's
5 important for us operationally is we like to focus on key
6 incidents and do what is called a post-incident analysis,
7 yeah? So we want to analyze the incident, get feedback from
8 the crews who responded to those different types of calls, and
9 gain an understanding of what happened, what went well, what
10 went wrong, and then we -- and then they give us that feedback
11 so I'm able to go through our SOGs and our training programs
12 and see if they all align if there are changes that we have to
13 make. So when we get down into the standard operating
14 guidelines, that's exactly what we're looking for. We're
15 looking for compliance; we're looking so the standards line
16 up; if the training that we're providing our men doesn't meet
17 up to the actual response out there, yeah. So that's the
18 whole aligning and revisiting the -- the SOGs and really
19 making a seamless whole.

20 Our apparatus and equipment, we got a new Battalion
21 1 BC vehicle that's actually being programmed right now, the
22 ratios. And Chief Fujioka's job is to -- is to grab all of
23 these operational things that I just discussed and then -- and
24 really look at the area that we want to send these vehicles in
25 and grab the right apparatus and equipment to meet those

1 things, so we've got that happening. They just came back from
2 Wisconsin doing the final inspection for our new Engine 2, and
3 then Engine 7 and Mini 9 has been put out to bid.

4 In the training bureau, we got a new training
5 captain, so as he's learning the job, last week we got to meet
6 with our program director. And basically, these are the
7 subject matter experts in different types of disciplines that
8 we teach our recruits all the way up to our incumbent
9 personnel, yeah, so we want to make sure that we provide
10 oversight and clear direction so that they know what they
11 should be teaching and we can absolutely target what we're
12 teaching to the right sets of individuals, yeah. You don't
13 want to teach recruits high-level stuff when they just came
14 off of the street without any understanding, and at the same
15 time, we want to make sure we deliver to our personnel who's
16 been in ten, 15, 20 years and making sure what we offer that
17 high level of expertise training. So that's some of the
18 things that -- that we're doing, moving forward with the new
19 administration and stuff.

20 There's an FE door prop training, and, basically,
21 that's a training prop that is used for forceable entry, yeah.
22 So we've -- we've got that prop here on the island, and we
23 take it around to the different districts, so every company
24 has an opportunity to play around. The part that we were not
25 able to reach is --

1 COMMISSIONER LUNDBERG: (Inaudible.)

2 ASSISTANT CHIEF LINDO: Is there a question?

3 (No response.)

4 ASSISTANT CHIEF LINDO: Okay, good. Sorry.

5 So, Lanai and Molokai, so what we've done is we put
6 in monies for our next budget. Hopefully, we can get that
7 approved so that forcible entry door project is gonna get sent
8 to Molokai so our personnel there can go ahead and train at
9 that same level. So that part of the page, I discuss the
10 training program director meetings, which are necessary.

11 And then our ocean safety. For me, Chief Giese was
12 the ocean battalion chief all of these years. The ocean
13 safety falls under operations, so I'm in there trying to
14 balance and understand the process, what ocean safety brings,
15 and wrapping my head around it so the things that we talk
16 about operationally and standards and compliance and stuff,
17 that we're all working the way that we should, yeah. All of
18 the same things, all working under the one umbrella, but as
19 one -- one unit.

20 So that's all I have. Do you guys have any
21 questions on that?

22 CHAIR VARES: Thanks so much, Chief Lindo.

23 Does anyone have any questions for Chief Lindo?

24 COMMISSIONER KANUHA: (Gesturing.)

25 CHAIR VARES: Makalapua.

1 COMMISSIONER KANUHA: Thank you, Chief, for that
2 report, outstanding. I just had a question. Like, do we have
3 like an inventory list of all of our apparatus, you know,
4 water trucks or -- is there a list or -- of that inventory
5 that maybe --

6 ASSISTANT CHIEF LINDO: Yes, we do have a list, and
7 the mechanics send them over. Each and every Friday, they
8 send us an updated list as far as the apparatus is concerned.
9 And then we did a standardized project for every single truck,
10 so we have a folder on our share drive that shows every single
11 piece of equipment that we have on every single apparatus out
12 there --

13 COMMISSIONER KANUHA: Okay. So what are --

14 ASSISTANT CHIEF LINDO: -- and we make changes as
15 necessary. Does that answer your question?

16 COMMISSIONER KANUHA: Yes, yes. Thank you for that.
17 And, you know, when do we start moving out old inventory
18 and -- like I know you folks just went to Wisconsin for Engine
19 2. You know, is there like a five-year span, ten-year span,
20 then we start changing over our inventory or replacing it?

21 ASSISTANT CHIEF LINDO: Yeah. I think I'm gonna let
22 Chief Fujioka answer that for you.

23 DEPUTY CHIEF FUJIOKA: Yeah. So our typical plan
24 for our front line apparatus is ten to 12 years, then we start
25 looking at -- looking at replacing those vehicles. If -- the

1 main plan is ten to 12 vehicles as a front line, and then if
2 we can get eight to ten years as a relief vehicle, so a total
3 life span of 20 years out of our vehicles, that's kind of the
4 goal. We try to start the process, if possible, earlier
5 through the budget because right now, it takes two years just
6 to build a fire truck. So if you add the budget on to that,
7 it's almost a three-year process to get a truck here on Maui;
8 that's if everything gets approved on time and the build
9 schedule is on time. So with the current COVID-19 pandemic,
10 the supply-demand and the prices have -- have taken this
11 industry to a place where we have never been before. We have
12 never seen a two-year build time for a fire truck ever since
13 I've been involved, so it's -- it's very challenging. But
14 basically, that's -- that's the timeline, eight, ten to 12
15 years on the front line, and then we'll start the process, and
16 hopefully, we get a 20-year life span out of that vehicle.

17 COMMISSIONER KANUHA: Thank you. Appreciate that.

18 DEPUTY CHIEF FUJIOKA: No problem.

19 CHAIR VARES: Thanks, Chief Fujioka. Okay. And
20 thanks, Chief Lindo.

21 Does anybody else have any questions for Chief
22 Lindo?

23 (No response.)

24 CHAIR VARES: No, doesn't look like it. Thanks so
25 much for that excellent report.

1 And Fire Four, welcome.

2 ASSISTANT CHIEF GIESEA: Thank you.

3 CHAIR VARES: Chief Giese.

4 ASSISTANT CHIEF GIESEA: Good morning, everybody.

5 So you've all received a copy of the written report here. I
6 figured I'd hit some of the highlights and explain some of the
7 things that might not be as readily apparent. We'll start
8 with the fire prevention bureau. So there's a new statewide
9 program that's called YFPI, Youth Fire Prevention and
10 Intervention, I believe is what that stands for. That is an
11 attempt to identify youth in the community that may be at risk
12 of unsafe behavior. So, essentially, how that works is
13 whenever personnel respond to a fire, and there's information
14 that the fire may have been set by someone, you know, 18 or
15 under, it triggers this response where -- you know, and
16 exactly what response depends upon the information that we --
17 we end up getting, but it's essentially an attempt to identify
18 somebody who may be at risk here and intervene before things
19 get progressively out of hand with that individual. So it's a
20 new -- relatively new program, not brand new, but we're
21 working on actually formalizing the guidance and exactly how
22 that's gonna play out. So that's one of the projects our
23 prevention bureau was working on.

24 They're working also on developing a program for
25 what we call WUI, wildland-urban interface, which is community

1 self-assessment. So what that's about is, you know, a
2 community may approach the fire department, or the fire
3 department may become aware that there's a community with --
4 you know, that's at higher risk for impact from a brush fire.
5 And so there's a process in place where we can then get
6 information out to community leaders, and they can do a
7 self-assessment of their community and identify, you know,
8 things like, you know, brush too close to a house, access
9 issues, code compliance issues that they can be at risk for,
10 you know, a code violation the next time the fire prevention
11 inspectors come out. And it provides that information so they
12 can assess themselves and pre-identify issues in their
13 community and then address them on their own, which is always
14 much more efficient and preferable than, you know, trying to
15 get inspectors out there and go through a, you know, more
16 formal enforcement procedure. 'Cause communities want to be
17 safe, right? What they need, and this program attempts to
18 provide, is the information they need to do that on their own
19 with support from the fire department. So that's what that
20 program is in a nutshell. So they've been working on
21 documents that -- it's also -- essentially, this could be a
22 model for the state.

23 Then also continuing with the MAPPS program, this is
24 a countywide initiative to track permit applications from
25 start to finish. So there are multiple county agencies

1 involved in permits: The building department, the fire
2 department, water department, etc., etc. So they've been
3 really busy developing that software, getting it configured to
4 suit our needs, and training all their personnel on it,
5 working along with other county agencies on that.

6 We've got a bit of a backlog on plans review. We
7 know this; it's an issue we're addressing. Many of our plans
8 reviewers are working overtime to get through this. And as
9 you've probably heard before, in next year's budget, we have
10 proposed additional positions for our fire prevention bureau
11 so we can routinely stay on -- on our targets for our plans
12 review and inspections.

13 So that -- those are the highlights from the
14 prevention bureau.

15 Health and safety bureau: It's been an interesting
16 month. So we had the joy of two HIOSH inspections right --
17 actually before I was officially in the position. For those
18 of you not familiar, HIOSH is Hawaii Occupational Safety and
19 Health. They're basically the state-level agency that sets
20 and enforces workplace safety. And so, as part of just their
21 routine program, they go out into the community, and they'll
22 come and visit the fire department and other county agencies
23 and do surprise inspections. So we had two of those back to
24 back, one in Kahului Fire Station, one at Makawao Fire
25 Station. And from my perspective as somebody new and now

1 responsible for this, this was a -- that was a good thing, it
2 was an opportunity for us. We got to display some of the good
3 things we've got going on with respect to health and safety.
4 We're actually in a pretty good position in a lot of ways, but
5 also identified some gaps that we have and start strategizing
6 how to fill them so that next time they come, it's not a --
7 it's not, oh, my God, HIOSH is here. It's a, oh, yeah, HIOSH
8 is here, let's show them what we've got. Right? So we're
9 busy with that.

10 We do have some good news in the health and safety
11 bureau -- or kind of mixed news. We're losing two of our
12 members; they're going back to operational positions, but
13 Captain Dagan, who was in charge, and Kevin Johnson, who's
14 been a fantastic resource in there. But we promoted Tony
15 Twarowski. I don't know if you've had a chance to meet him.
16 He's been in the health and safety bureau for many years,
17 longer than anybody else in the history of our department, and
18 he was up for captain, and he did well and got promoted, and
19 he's transitioning into the health and safety captain
20 position. This is -- this is great because one of the
21 problems that we have actually with all of our bureaus,
22 especially health and safety, is we get kind of a revolving
23 door and so a new captain will come in, and they're always
24 starting behind the starting line and having to really catch
25 up before they can even really start, you know, making

1 progress. So this is, I want to say, the first time in our
2 history we've promoted a captain who's had extensive
3 experience in the health and safety bureau, there's no catch-
4 up period, the starting gun went off, and he's going, so
5 that's really good news for us there.

6 Other good news: We hired our SCBA technician. So
7 SCBA stands for self-contained breathing apparatus, basically
8 a scuba tank without the U, without going underwater. It's
9 the air pack that our firefighters wear when they go into a
10 fire, and there's a tremendous amount of regulation as well as
11 just technical work that has to be done to order those,
12 inspect those, repair those, test those, get our personnel
13 tested with them, and that's been a -- that's just a major
14 project ongoing and never really stops. Every year you have
15 to run through a whole slew of activities. So getting this
16 person on board is gonna be really great for our health and
17 safety bureau. Now they'll have somebody who can focus on
18 that, and they don't have to add that to their already full
19 plates.

20 We got -- not only did we order the oxygen cascade
21 system, but we've started already getting parts of it online
22 here, or parts of it delivered. What that is is it's
23 basically a way for us to fill medical oxygen bottles
24 ourselves. So, you know, we always want to be as
25 self-sufficient as we possibly can. I don't know if you ever

1 heard -- if you heard on the news, but there was an oxygen
2 shortage surrounding, you know, all the, you know, pandemic
3 issues, and so our health and safety bureau was trying to
4 identify a way that we could be less dependent upon getting
5 bottles, oxygen bottles shipped in from Honolulu. So that's a
6 major project they've been working on, have done especially
7 well on to help us kind of take of that more in-house.

8 So that's kind of the highlights for fire prevention
9 and health and safety. Any questions so far?

10 CHAIR VARES: Thanks, Chief Giese.

11 Oh, yes, Donna, do you have a question?

12 COMMISSIONER STERLING: I do. Thank you, Chief, for
13 the report. You know, a lot of our people here on the
14 commission and the fire department know about Kahikinui. What
15 would you recommend our association -- who should we contact
16 to start planning better signage, what we need to do not just
17 with Firewise on homestead lots from, you know, 30-foot
18 defensible space, I'm talking more of a general plan to get
19 emergency vehicles up to a certain elevation safely as our
20 road conditions are not great. How -- who do we contact,
21 Chief, to start the process of a plan?

22 ASSISTANT CHIEF GIESEA: You can contact me.

23 COMMISSIONER STERLING: Okay.

24 ASSISTANT CHIEF GIESEA: And I'll do everything I
25 can to -- to meet with the folks I need to. So 808-264-6178.

1 (Laughter.)

2 COMMISSIONER STERLING: Say it again. 264, what is
3 it, Chief? 264?

4 ASSISTANT CHIEF GIESEA: 6178.

5 COMMISSIONER STERLING: Thank you. Got it. Thank
6 you, Chair.

7 ASSISTANT CHIEF GIESEA: You're welcome.

8 CHAIR VARES: Donna, also, have you -- have you ever
9 contacted the Hawaii Wildfire Commission based out of the Big
10 Island? They're excellent over there.

11 COMMISSIONER STERLING: Yeah, I think they -- yeah,
12 I have, but the -- we have, and I think their parameter of --
13 of education, the hui, is not specifically addressing our
14 community better signage. I think we're looking for more
15 specific how do we accommodate the fire department to get to
16 an emergency ASAP because we're 40 minutes from 13; it depends
17 on the hour. But we are in touch with them, but they're on a
18 different level of -- of fire prevention.

19 CHAIR VARES: I mean, has anyone --

20 COMMISSIONER STERLING: We're looking into it. We
21 have, yeah. And we're a Firewise community. We're Firewise,
22 yeah.

23 CHAIR VARES: All right. Thank you.

24 Does anyone else have any questions for Chief Giesea
25 or -- oh, first of all, before we get that far, I wanted to

1 acknowledge that we do have Commissioner Max Kincaid on the
2 line now and also Commissioner Gregg Lundberg. Gentlemen,
3 sorry I didn't acknowledge you earlier.

4 Does anyone else have any questions for any of the
5 chiefs?

6 (No response.)

7 CHAIR VARES: Okay. I've got one question. I saw
8 on -- probably this is gonna be Chief Ventura. I saw on the
9 news that the Honolulu Fire Department has switched their EMS
10 system from a -- from an analog version to a digital, which
11 has changed how the public can kind of pay attention to and
12 listen to ongoing emergencies like -- like a lot of people do
13 here with their own scanners, like a lot of social media does
14 to keep people informed around the island that there's
15 something going on. Is Maui planning on making any changes
16 like that, switching from the analog over to digital?

17 CHIEF VENTURA: Thanks for the question, Vice Chair.
18 So from what I recognize is for our radio system is, we've
19 already gone over to digital, so we're actually kind of -- I
20 think, from what I know and can find out, that they've done.
21 But as Commissioner Sterling asked, you know, several months
22 back, there are still scanner apps and stuff out there that
23 will provide information to the public, the newspaper, Maui
24 Now, and such. So I'm not sure where the disconnect is on
25 Honolulu if they have firewalls or blocks that are not

1 allowing those mechanisms to listen in, but our system, from
2 what I understand, is already digital, and we're -- the
3 information is going out already.

4 CHAIR VARES: Great. Okay, excellent. Thank you so
5 much.

6 Okeydoke. So if we have finished up with the
7 chiefs' reports, I'd like to go ahead and welcome our guest
8 presenter. I guess that's Firefighter 3 Michael Judd.
9 Thanks. Go ahead and (inaudible).

10 CHIEF VENTURA: All right. So I'll introduce who I
11 have with me today, Firefighter Mike Judd. He's been in our
12 training bureau for a couple of years now, and he has been
13 instrumental in our quarterly training, in our recruit
14 training. He's also worked on a lot of projects that we've
15 initiated, video projects and such, so we can get visual aids
16 out to our firefighters in a really, really big way. So
17 without further ado, I'll let him kind of roll into his
18 PowerPoint here and present our fire ground operations.

19 FIREFIGHTER JUDD: Okay. Good morning, Vice Chair.
20 Good morning, Commissioners and everybody else. My name is
21 Mike Judd. As chief said, I'm with the training bureau and
22 have been for about two years.

23 Today I'll be giving a quick, impactful, hopefully,
24 presentation on our fire ground operations program, otherwise
25 known as the FGO program. I'm a member of this cadre, so I'm

1 very happy to sit here and represent them.

2 Okay. So I'll be giving about a ten-minute
3 presentation on our -- on our FGO program. I'll be going over
4 briefly the history, about the recruit class and its
5 connection to the program, the various disciplines. I'll have
6 a quick video on cadre instructors. You'll get to be -- I'll
7 take you into the classroom, and you'll be able to see what
8 instruction looks like at a recruit level. I'll give a quick
9 tour of the joint training center, which is our training
10 facility. I'll talk about live-fire briefly and wrap it up
11 with what our end result is.

12 All right. So this was started 12 years ago to:
13 Improve the fire ground strategies and tactics for
14 all the firefighters.

15 To improve the task, tactical, and strategic
16 decision-making process through understanding fire behavior
17 and building construction.

18 This is a big one; it's to meet the JPRs of NFPA
19 1001, which is the standard for firefighter professional
20 qualifications. And all members, which makes this cadre
21 unique, are part of our certified instructors and live-fire
22 training, that makes our department unique to any other
23 department in the state.

24 Just to give you an idea (pause) -- just to give you
25 an idea, days of recruit class, 31 percent of the days in

1 about a six-month program are dedicated to the FGO program, so
2 it's quite a bit. Nineteen percent of the days that the
3 training bureau puts on for instruction is put on by our
4 bureau, which is primarily FGO related. So to give you an
5 idea, it's about 50 percent of our recruit class is dedicated
6 towards FGO. We don't see fires often, but when we do,
7 they're very dangerous, and it requires high training, high
8 knowledge, and we have a high standard that we expect of
9 our -- of our firefighters.

10 The disciplines that we go -- we cover in the FGO
11 cadre are fire dynamics, which is basically the lifecycle of a
12 fire and all the characteristics; building materials and
13 construction, you know, basically, legacy construction versus
14 modern-day construction and learning the differences and how
15 fire reacts to those materials; ground ladders are pretty
16 straightforward, access, whether it's, you know, performing a
17 rescue, making egress to fight fire a second floor.

18 Here you see a picture of us at the joint training
19 center with a mock second floor because we currently don't
20 have an existing second floor, so we've got some Wild West
21 type windows up there. This is a picture of teaching the
22 recruits. This photo here shows this last year's recruit
23 class throwing up ladders. This at -- between Kaahumanu
24 Shopping Center parking structure, which is great because
25 they've allowed us to train there for many, many years. So

1 you can see we have to actually build some props in there to
2 simulate windows as well.

3 We do forcibly entry, both mechanical and -- and,
4 you know, with machines. This is our green door prop that
5 Chief Lindo was mentioning earlier, and we hope to have a prop
6 for neighbor islands as well. This is the force door to force
7 the door, basically, and make entry into a residential or
8 commercial building.

9 Hose deployment is always from, you know, setting
10 your nozzle, the pressure, and progressing to an interior
11 attack. Fire suppression is more than just putting water on
12 the fire; it's watching about how water reacts when it hits
13 the fire, steam conversions, applying too much water/too
14 little water, what the -- what type of fire are we fighting.
15 There's a whole bunch of science and chemistry and knowledge
16 that goes into this.

17 Structural search is basically searching for life,
18 and that's -- that's the priority of our vision statement,
19 searching for life. So this is like an interior structure
20 cleared.

21 Tactical ventilation, the last of the disciplines,
22 is -- basically, it's a very technical, coordinated attack of
23 evacuating hot gases and smoke so that we can improve
24 conditions for interior crews.

25 Inherent teaching, basically with the program that

1 we get that's indirect, is just all about the love for the
2 job, the work ethic, the pride and ownership, the fire
3 culture, so these are all of the things that kind of just come
4 indirectly.

5 Cadre instructors for the -- for the program, I've
6 got a short video, I'm gonna get right into it. I'm taking
7 you to a classroom here, give you a little slice of what it is
8 that's the instruction. Here we go. I may cut this short
9 just 'cause I've got limited time. Again, this is with this
10 last recruit class, and this is instructor Steve Parnel.

11 (Playing video.)

12 FIREFIGHTER JUDD: All right. So that's just a
13 little slice of some of the instruction that you receive as a
14 recruit.

15 Then going to the joint training center, this is an
16 aerial view, an aerial view of this facility that we've had
17 for about ten, 12 years. Basically, it's a state-owned
18 facility with the goal of achieving interoperativability and
19 shared resources primarily between the State of Hawaii
20 Airports Division and MFD. The Maui Police uses it; the
21 military uses it. Today, in fact, today there are several
22 entities using it, as Chief Lindo was talking about with the
23 CST and government agencies. The goal is to build
24 professionals and protect Maui. That's not a mission
25 statement, but a -- that's just kind of a quick description of

1 what it is.

2 Here we have a newly renovated building that the
3 state just put -- rebuilt classrooms, air conditioning, there
4 will soon be internet. We have -- these are pitch props for
5 ventilation. This is what we call the live box; this is where
6 we do our live burns. We have a burn cell in there. And this
7 is where we do simulated residential, commercial, and
8 apartment fires. This is what we call the dirty classroom.
9 This is where we do a quick hot watch of -- of the scenarios
10 that we've done. It's a shaded area with a whiteboard. This
11 is a recently cleared area that -- with a vision to hopefully
12 someday have like a disaster city type of training site.

13 What you see here is what we're calling the clean
14 box, and this is a two-story recently added Conex boxes with
15 hopes of -- the goal, the objective would be to do
16 second-floor, possibly third-floor searches, ladder drills,
17 standpipe operations for drivers, and so forth. This -- what
18 we would like this to look like someday is this. So this is a
19 common theme in fire departments throughout the country where
20 they have training sites, and they build these Conex boxes to
21 look like homes, look like apartments, and they're modular so
22 that you can change walls and change spaces, interior spaces.
23 So this is what we've got right now, okay, and so the goal is
24 to someday have something, again, like this where you can see
25 here you have a standpipe, that black pipe on the outside,

1 that would provide our drivers/operators a chance to send
2 water to multiple floors. So it's just a really great way to
3 do training.

4 I'll just talk briefly about live fire. So live
5 fire is what we do with the fire grounds operations program.
6 It's a -- creates environments that resemble fires on the fire
7 ground. Reading smoke, reading fire, gas fire, and so forth.
8 We do exercises with the recruits and the incumbents at the
9 end of recruit class and throughout the year where they have
10 opportunities to observe and be in these conditions.

11 So the result: When we're successful in our
12 training, we become successful in our service to the
13 community. The return on the investment is the lives,
14 environment, and property saved. Again, that's our mission
15 statement, and that's what we stand by. We have no other
16 choice but to be good. That's what we -- that's how we view
17 the program, that's how the cadre instructors view them, and
18 that's what we provide to our recruits and our incumbents.

19 I'm gonna show you here a quick video of actual
20 training at the JTC. This is recruit class, and this is
21 incorporating some of our incumbents with the recruits doing a
22 live training scenario.

23 (Playing video.)

24 FIREFIGHTER JUDD: All right. So that was with the
25 recruits last year. And I just want to wrap up with one more

1 short video clip. Structure fires are real; we just had one
2 two nights ago in Paia Skill Village. We had a two-story,
3 fully involved house. We had a couple of structure fires at
4 the end of last month. And so I'm gonna take you to a
5 structure fire we had in Wailuku, and we were there, the
6 training bureau, about two hours after the fire started. So
7 we have a little bit of footage of the on-scene (inaudible),
8 and then we also -- we're gonna take you interior to some
9 actual live footage of them doing a structural search for any
10 life during the fire. One of our firefighters had a GoPro on
11 their helmet. So this is the result, this is why we do our
12 training.

13 (Playing video.)

14 FIREFIGHTER JUDD: So this is the actual footage
15 here.

16 (Playing video.)

17 FIREFIGHTER JUDD: So that wraps up the PowerPoint.
18 Any questions?

19 CHAIR VARES: Thanks so much.

20 Any commissioners have any questions on this
21 excellent presentation of video and PowerPoint presentation
22 for us?

23 COMMISSIONER STERLING: I do, Chair.

24 CHAIR VARES: Go ahead, Donna.

25 COMMISSIONER STERLING: Thank you.

1 Great presentation. I had a question, just
2 wondering, where do you get your supplies, Matson containers?
3 Is that donated to the fire department?

4 CHIEF VENTURA: Good question. So there are a
5 variety of vendors that sell them, and there occasionally are
6 people that donate them. We're always on the lookout for
7 both. Because they're in our budget, they're considered C
8 account, items which are more than a thousand dollars, we have
9 to have them approved by the mayor, council, and such that we
10 can spend money on that type of item. Those four that you saw
11 stacked were recently donated to the state, and so that's how
12 we received them. That property, the joint training center,
13 is a state-owned property, but it's a joint training center,
14 like Mike said, between the county, military, fire, and state.
15 So anything that we get put on there, we try to get it donated
16 to them so that it can stay there and live there.

17 COMMISSIONER STERLING: The reason I was asking,
18 Chief, is our nonprofit received -- Matson Navigation had a
19 foundation where you can -- they donate to communities that
20 are gonna use the containers one, two, whatever you need to
21 community efforts and projects. So it might be something you
22 might want to look into it because I -- we got one donated,
23 and it's to our 501(c)3. Matson Navigation, Buzz Fernandez,
24 he's down there at (inaudible). But you may want to check it
25 out. It's a foundation, Matson Foundation; it's been in

1 existence, so (pause) --

2 CHIEF VENTURA: Perfect. Thank you. Yeah, I
3 believe that is where those four containers recently came
4 from, so they've been good to us. At least two of those
5 containers.

6 COMMISSIONER STERLING: Yeah, great. Thank you,
7 Chief. Thank you, Chair.

8 CHAIR VARES: Thanks, Donna.

9 Do any other commissioners have any questions for
10 Firefighter Judd?

11 (No response.)

12 CHAIR VARES: No? Well, I just want to thank you.
13 I think you and I have spoken previously. We love a good
14 video; we love a good PowerPoint; definitely keep the videos
15 and the descriptions coming. I know that you're working on
16 that stuff for the MFD social media as well; definitely keep
17 it going; it's really appreciated.

18 COMMISSIONER LUNDBERG: Madam Chair, I have a -- I
19 have a little story I'd like to tell for a second if you'll
20 indulge me.

21 CHAIR VARES: Go ahead, Gregg. Thank you so much.

22 COMMISSIONER LUNDBERG: So there will be a point at
23 the end of this story, and it's a very quick one. But last
24 Friday started out like every -- any normal Friday in my life.
25 I get up early, walk the dogs, get ready for work, drive the

1 truck down, and I needed gas for this Friday morning, so I
2 stopped at Costco and filled up 18.4 gallons. Yes, it's a
3 gas-guzzler. And then I work at the Courtyard right across
4 the street, so I drove literally from Costco Gas across the
5 street to the Courtyard, parked my truck in the parking lot,
6 and went in and about my business. And this was about 9:45.
7 At 4:00 in the afternoon, I got a call from a guest who was at
8 the front desk saying there's a truck leaking gas out in the
9 parking lot. So I asked, well, uh-oh, what color truck and
10 what kind of truck? It's an F150K. And I said, oh, shit,
11 that's -- it's my truck.

12 So I ran out there with security and everybody else
13 and come to find out, yes, it was my truck. Evidently -- and
14 the reason I give the timeline, evidently, somewhere between,
15 say, 10:00 a.m. and 5:00 p.m., somebody drilled a hole in my
16 gas tank, siphoned out a significant amount of what they could
17 carry, which I'm guessing is a five-gallon jug, and then just
18 left the rest spewing out on the pavement, which resulted in a
19 hazmat call to the fire department, who showed up, and the cap
20 and the team, they just really did a fantastic job. They
21 cleaned up the mess, they consoled me, they -- you know, I was
22 ready to go get my rifle at home and go hunting and -- but the
23 captain and the crew did a great job. So I guess I was a
24 training experience for your -- for your crew, but they did a
25 great job, so I just wanted to pass that along as well as a

1 warning. Evidently, F150s are the most common trucks to have
2 these tanks drilled because of the way that it sits in the
3 back, and if you lift it at all, it just is creating a direct
4 line to the tank. So, anyways, your crew did a great job, and
5 I just wanted to recognize them for that.

6 CHIEF VENTURA: Thank you.

7 CHAIR VARES: Thank you, Commissioner Lundberg, and
8 thanks -- thank you for the de-escalation of a truly
9 frustrating situation.

10 Okay. Does anybody else have any other questions
11 before we move on to section 7 of our agenda?

12 (No response.)

13 CHAIR VARES: No? All right. Danny, this one is a
14 little more -- well, first of all, we do have quorum if -- I
15 know Commissioner Dwight Burns did request to cut out if he
16 needed to, at around 11:00 for a meeting. If you do need to,
17 we do have quorum without you, but you're always an asset.

18 So the next portion is kind of super involved.
19 Actually, guys, it's the salary commission meeting update that
20 we need to give. I'm sorry Chief -- Chair Ginoza isn't here
21 to drive this ship, but I'm gonna do my best here.

22 Just a quick rundown about what we're being asked to
23 do and what our responsibilities are via the charter. And we
24 do have Moana and Dan, both from corp. Counsel, if we have any
25 questions regarding this process. But last week Chair Ginoza

1 was -- he met with the salary commission to answer any
2 questions related to the fire chief's duties and the deputy
3 chief's duties and their salaries, how they compare to those
4 duties. During the commission, the salary commission asked if
5 we, as a commission, would provide them a letter informing
6 them of our recommendations on what the fire chief and the
7 deputy chief's salary should be. And I want to remind
8 everyone that this is not a reflection of the individuals in
9 the position; this is a reflection of the appropriate salary
10 for the position. So this is not a chief or deputy chief
11 evaluation; it is a position that we are determining.

12 Under the county charter -- so the official speak
13 here. Under Chapter 7, Section 1817-1 in the charter, the
14 salary commission is required to consult with our commission,
15 with all of the commissions that have the appointing authority
16 over department heads when determining the appropriate
17 salaries, which is why we are being asked to provide comment.
18 Again, we're only providing a recommendation; we are not
19 determining a specific number. As a commission, we've got a
20 couple of options. We can either recommend a range or we can
21 recommend a specific amount. We can discuss that further in
22 just a few minutes.

23 A little more information for you guys, there is no
24 specific formula for how the salaries are determined, but it
25 is important for us to consider the demands of the position

1 and the cost of living for our area while making the
2 recommendations. We don't know when the salary commission
3 will be meeting again to address salaries, but it is important
4 to note the last time that the salary commission met was in
5 2019, so no departments have had any pay increases since then.
6 We don't know when they're gonna meet again. While it should,
7 in theory, hopefully, be an annual thing, it has not been, and
8 especially now with how slowed down commissions can be due to
9 BlueJeans and Sunshine Laws.

10 Today Chief Ventura is gonna provide us with a
11 presentation similar to what he presented to the salary
12 commission himself. Following that presentation, we as a
13 commission will discuss what we think an appropriate
14 recommendation should be to the salary commission. We can
15 provide a range, again, guys, or we can give them a specific
16 amount. In his letter to the salary commission, the police
17 commission chair, De Rego, recommended that the chief of
18 police be paid 205,000. We are not bound by any number; I
19 just wanted to officially note that that is what was
20 recommended for, basically, a comparable position with
21 comparable duties.

22 That being said, what we'll do is we'll have Chief
23 Ventura's presentation, and then we as a commission can
24 discuss A) how we would like to handle this, either a range or
25 a set number, and then, B) we will discuss how we're gonna

1 convey that information to the salary commission.

2 Okay. Chief Ventura, I think we're ready for your
3 presentation.

4 CHIEF VENTURA: Okay. Hello again, everybody. So
5 Lisa laid that out about as perfectly as possible, so thank
6 you for that. Thanks, Chair. And by show of comment, I guess
7 by hands, have any of you been following the salary commission
8 meetings? Anybody?

9 Okay. So I was asked to give a presentation back in
10 January to the salary commission, which I did; by the salary
11 commission, they contacted us, and today's presentation is
12 very similar to that. I just stuck to more or less what they
13 wanted to see and asked and provided them with data, so this
14 is what the outcome of that was.

15 First is department goals and then director
16 responsibilities or chief responsibilities. So, for the most
17 part, we all understand what our department goals are. I
18 think you're all aware of the charter and my responsibilities
19 to the community.

20 Next to the duties of my office and myself, you
21 know, seeing that we're emergency services, very different
22 from other directors and such. Being available 24 hours a day
23 is -- is very common when we're on island. When we're
24 off-island, then we make sure other people are able to step up
25 and take care of things. But when we're on island, our phones

1 pretty much ring any time of the day and night. We provide
2 emergency services to the community, and then, just like our
3 mission says, we focus on saving lives, protecting our
4 environment and property.

5 Additional duties are also in line with the charter.
6 To provide public education, make sure that our equipment is
7 procured in time so that we have a firefighting force and an
8 ocean safety force able to provide service to the community
9 that the community demands; investigating fires to try our
10 best to determine origin and circumstances from which fires
11 started; and then the legislative stuff and the fire code
12 rules that I discussed briefly earlier about making sure our
13 fire code is up to speed, making sure we support legislation
14 that will help us protect the community and provide comments
15 to legislators.

16 So some of the stats that were brought up at the
17 salary commission, and there was -- every director went before
18 them -- or many directors, I should say, went before them, and
19 they provided a whole variety of stats. Basically, the cost
20 of living in Hawaii is 96 percent higher than most states, and
21 the median home price here is very high. We all know that,
22 but I didn't go too much into that. They knew that.

23 These are comparables that were chosen somewhat
24 randomly. We didn't want to pick high city type locations
25 because that's not common to Maui County. I did go on a

1 website that you can all look at that's called Prothman,
2 P-R-O-T-H-M-A-N, and they recruit for civil service jobs. You
3 can punch in their fee or their -- search "fire" or "chief" or
4 "fire chief" and it'll just populate certain jobs that they
5 are recruiting for, and so that's kind of where we got a lot
6 of this information. I didn't select these cities
7 particularly; they just kind of came through Prothman. And
8 what we did is we just added the data field to the right.

9 So there's a variety of departments here with a
10 variety of chief and deputy chief pay. Some are very similar
11 or somewhat similar to our department, most of them are
12 smaller. I did notice -- it's not on this chart, but I did
13 some research last night that was a lot of the salaries are
14 tied directly to the cost of living. So depending on where
15 they live and what the cost of living is for homes, that will
16 kind of drive up or down salaries based on those things.

17 On the bottom, you can see in the red where our
18 department sits at number of employees, and that also includes
19 our ocean safety bureau. Fire stations, 14 plus the towers on
20 the beach. Our population is -- that's the resident
21 population, and we know our tourism, you know, can grow up to
22 60 or so thousand on a given busy month. And then our number
23 of calls that we had last -- last fiscal year. So those are
24 the comparables that I presented to them.

25 Just like the police department, we do have salary

1 inversion in our department. These are just a list,
2 basically, of the last five calendar years, and then my next
3 couple slides show which positions were the highest-paid
4 positions. So this is calendar years '19, '20, and '21. So
5 the reason that the battalion chiefs and assistant chiefs, and
6 the fire captains make more than the fire chief commonly is
7 because they have an opportunity for overtime. The fire chief
8 and the deputy chief do not get overtime, just not in the
9 cards. So the battalion chiefs work 24-hour shifts; they can
10 work rank for rank. The assistant fire chiefs are called to
11 the EOC when we have major incidents, they're also called to
12 the field for major incidents, and so they have opportunity
13 for overtime there. The captains that are in this upper tier
14 of pay are probably senior captains, they're probably also
15 working overtime at the fire station, and then they're also
16 probably teaching classes, and then that also accrues over
17 time, and so that's how their salary adds up.

18 And then just my last slide was what you are all
19 aware of. In 2018, there was only four candidates for the
20 position of fire chief, and in 2021, there was only two
21 candidates for the position of fire chief.

22 This is, again, something that I was asked to do for
23 the salary commission, and so if there's any other data or any
24 other information that you folks would like, we could
25 hopefully provide it for you. That's all I have. Thank you.

1 CHAIR VARES: Thank you, Chief Ventura.

2 So I think I'd like to start things out with any
3 general questions just yet, mostly either for Chief Ventura or
4 amongst ourselves to discuss first.

5 COMMISSIONER LUNDBERG: Madam Chair.

6 CHAIR VARES: Go ahead, Gregg.

7 COMMISSIONER LUNDBERG: Chief, were there numbers
8 pulled from Kauai and Honolulu? I didn't see those. Maybe
9 they were in there, but can you compare those numbers at all?

10 CHIEF VENTURA: I do not have those numbers in
11 PowerPoint or on me, but we could definitely get those.
12 Sorry. That might be something we can even research while
13 you're discussing.

14 COMMISSIONER LUNDBERG: Okay. Thank you.

15 CHAIR VARES: That would be great if you -- I know
16 that would be a really, really fast turnaround, but if you
17 could kind of get some of that information to us before we
18 finish this portion, if that's realistic, that would be very
19 appreciated.

20 Commission, how do we feel about either recommending
21 a range or a specific number? And were you all able to see
22 the notification of what the current pay is?

23 COMMISSIONER LUNDBERG: Madam Chair, if you just
24 want a recommendation, I -- I would recommend going with a
25 specific number rather than a range.

1 CHAIR VARES: Commissioner Lundberg, thank you.

2 COMMISSIONER STERLING: I agree. I agree, a
3 specific number.

4 COMMISSIONER ALCON: (Nodding head.)

5 CHAIR VARES: Commissioner Alcon or is that Kanuha?

6 COMMISSIONER ALCON: (Nodding head.)

7 CHAIR VARES: All right, okay. Let's work to a
8 number here.

9 The elephant in the room would also be how the
10 police commission's recommendation was received. I think
11 that's just from a personal opinion; I think that's a
12 different ball of wax over there. I think our -- our
13 recommendations, while we do need to be mindful of how this
14 does have far-reaching -- far-reaching effects both for --
15 more than just the actual individual who is gonna be receiving
16 this pay, we're also gonna be setting a precedent, and we'll
17 also be setting ourselves up for the next time we're gonna
18 need to get a chief in. Now, granted, I think we're all very
19 confident that we're not going to have to have another chief
20 search any time soon, but you never know what's -- you never
21 know what could occur.

22 Okay. So if we are looking at a specific number --
23 this is -- this is super awkward to do right in front of the
24 people who we're talking about, just want to put that out
25 there.

1 Gang, does anyone have any recommendations?

2 COMMISSIONER STERLING: Chair, I have a question
3 before we make a recommendation on a number. How -- on the
4 process, how -- how often does the salary for chief get
5 reviewed? So if -- we want Chief Ventura to stay, of course,
6 but how often does this come up, the salary commission, do
7 they determine, or is it cost of living? How does this get
8 triggered, and how often does it get triggered before I set a
9 number?

10 CHAIR VARES: Moana, correct me if I'm wrong, but
11 the salary commission can meet as frequently as every year,
12 but traditionally in the last few years has not been.

13 MS. LUTEY: Yes, that's correct. Commissioner
14 Sterling, they can have the ability to review salaries of all
15 directors and their deputies as often as they'd like to, but
16 the last time we presented to them was in 2019. In terms of
17 how they come up with the number, that's something that's not
18 really well detailed. It's -- you know, they can decide to do
19 a straight across-the-board percentage if they choose to, they
20 can divide us up by each of our departments -- which is what
21 we are encouraging them to do because each of the directors
22 have different demands and different requirements of the job.
23 So I'm not sure what this commission will do, but they'll
24 begin deliberating in the next week or two.

25 COMMISSIONER STERLING: Oh, good, good, Moana.

1 Yeah, that's -- that was my question. And, yeah, I'm just
2 thinking aloud. That's good, Chair, that's good.

3 CHAIR VARES: Thank you. I have another question
4 that I'm just wondering if anyone can spit out an answer on
5 this, the ramifications for the line employees. And I'm
6 thinking possibly Fire One or Two could answer this. How
7 often do the line employees get their salaries adjusted via
8 the union? Is that something that happens every couple of
9 years, every year, has it happened recently, what's our --
10 what's it looking like for a reaction from your line
11 employees?

12 CHIEF VENTURA: So I can answer that. When you're
13 talking about employees, anybody who's an HFFA member, their
14 salary is determined by our contract, and right now, that's
15 what's in arbitration. I cannot get into the specifics of
16 what's being arbitrated right now, but SHOPO has -- and HFFA
17 have both, you know, chose to ask for raises, and now it's in
18 the arbitrator's hands to determine what happens. Their
19 raises occur on many different levels. They get raises with
20 promotion, they get raises with steps that occur at certain
21 years in their career, and then there's other pay incentives,
22 differential pay. So for ocean safety officers, for example,
23 rescue watercraft, TA, just like firefighter TA, but generally
24 speaking, it's outlined by the contract, which they're all in
25 arbitration.

1 CHAIR VARES: Okay. Thank you. I -- watching the
2 pushback that we've seen recently, I didn't -- my initial
3 reaction to it was that doesn't seem -- that's not quite
4 apples to apples. We've got the salary commission determining
5 the administrators' salary, and then we've got the union
6 handling the line employees' salaries. And I want everybody
7 to get a raise, I want everybody to -- not even a raise, I
8 want everybody to be fairly compensated for their -- their
9 efforts, their duties, and their responsibilities. On that
10 note, let's get to that unless anyone has anything additional.

11 COMMISSIONER STERLING: I do. One more, Chair.
12 Sorry.

13 To corp. Counsel, how much weight do we
14 commissioners have when we -- if we vote -- when we vote a
15 dollar amount, and we present it -- move it forward to the
16 salary commission, how much weight do we as commissioners have
17 with the salary commission, our decision?

18 MR. KUNKEL: Moana, do you want to take that, or
19 should I take that?

20 MS. LUTEY: I'm good with that one, Dan. Thank you.

21 MR. KUNKEL: Okay.

22 MS. LUTEY: Thank you for the question, Commissioner
23 Sterling; that's a really good question. I'm not sure. And
24 I'm sorry to be that ambiguous. What the charter requires the
25 salary commission to do is to consult with commissions that

1 appoint their directors, like you and the police and also
2 liquor, and what they choose to do in terms of weighing really
3 is something up to them. And this -- this is not the same
4 chair that we had back in 2019, so I'm not sure how they're
5 gonna handle that. But it's important for you to give them
6 feedback because that is something that they need to take into
7 consideration as part of their job obligations.

8 COMMISSIONER STERLING: Great, good. I'm satisfied.
9 Thank you, Moana. Good.

10 CHAIR VARES: I'd like to see if anyone has any
11 specific additions they'd like to give to the conversation.
12 I'm kind of curious what Max has to say about this. I know
13 you've been involved with the police side and now the fire
14 side. How do you feel about making a direct comparison
15 between a fire chief and a police chief?

16 COMMISSIONER KINCAID: Thank you for that.

17 CHAIR VARES: You're welcome.

18 COMMISSIONER KINCAID: Basically, I think -- I
19 think, you know, one of the questions -- there's a lot of
20 quota/quota with the police right now. And as far as like for
21 the fire and police, I think it should be at least -- say from
22 the last time they had a pay raise, they'd be taken to
23 effect -- taken into account the cost of living and its
24 rising, you know, diversification of the actual position, the
25 changes in demands, you know, and I -- I really don't have any

1 privy to any of that, but I would just say that if it goes
2 with the cost of living and their responsibilities growing,
3 that it should reflect -- the pay should reflect the amount of
4 work that they really have to put in, you know. Like in the
5 case of the chief, fire chief, there's a lot of stuff he does
6 that's -- we're not really privy to, but he has to run all
7 over the islands and collect data and everything, so -- yeah,
8 I'd say he put in his own number and let us reflect that, you
9 know, what he thinks he's worth, you know, we'll go from
10 there.

11 CHAIR VARES: I think we all know Brad Ventura is
12 not about to put in a number on his own work; it's just not
13 gonna happen. We could sit here all day, and he's not gonna
14 tell us how much.

15 COMMISSIONER KINCAID: You asked the question.

16 CHAIR VARES: Chief Ventura?

17 CHIEF VENTURA: Yeah, I mean, that's -- that's a
18 tough question. I feel we're all in a very tough situation
19 and I don't -- I don't mind any discussion you guys have; it's
20 not targeted, like you said, at me. As vice chair was saying,
21 this is about the position, not the person, and so, yeah,
22 that's -- I'm not gonna give you a number.

23 CHAIR VARES: So speaking of that, I wanted to put
24 onto the table the position, the duties, and our -- our
25 correlation as a commission with the chief's position and the

1 deputy chief's position. From what I understand, the last
2 four or five years have been much more transparent for --
3 between Fire One, Fire Two, Three, and Four, and with the
4 commission. And as the commission basically is just the
5 sitting representatives of Maui County, we're basically just
6 nine people that are sitting here that have time to sit here
7 and ask questions and get the responses. And in the last four
8 to five years, I'm -- and especially the last three years that
9 I've personally been on the commission, the transparency and
10 the ability to get the -- not only to be encouraged to ask
11 questions but also to get the information that we ask for and
12 the follow-up that we ask for has been key. And I -- I want
13 that level of transparency for our -- for our county to be
14 able to be held -- every chief going forward has to be held to
15 that standard. So not only is it the protection of fire --
16 pardon me, protection of property and person and all of that,
17 it's the other stuff that the chief has to do that I don't
18 want to fall away if we've got another chief in that doesn't
19 personally find it as important as I am sure our Fire One and
20 Two currently. That being said, that -- I want the pay to
21 reflect the responsibilities, the duties, and what Maui County
22 expects out of that person. Not just experience on the ground
23 holding a hose and organizing 389 people, but the next step,
24 which is you're accountable to 165,000 people and every
25 question we've got for you. That being said, I think that it

1 should be -- I think the salary for the fire chief and the
2 deputy fire chief should be comparable to the police chief as
3 well. I'm -- I'm not ready to bite the bullet and go above
4 that, but I'm happy to go right in there. So not as chair,
5 not as vice chair, but as just a commissioner, I'm -- I would
6 be happy anywhere between 200 and 205. How does everybody
7 else feel?

8 COMMISSIONER ALCON: Can I say something real quick?

9 CHAIR VARES: Yeah, Punahale, please.

10 COMMISSIONER ALCON: So I have a hard time with the
11 fire chief making less than anybody else --

12 CHAIR VARES: Right.

13 COMMISSIONER ALCON: -- regardless of the ability to
14 make OT, because they have the major responsibility of being
15 the chief responsible for everybody else below them, and it is
16 absolutely crazy thinking that the fire chief and deputy chief
17 would make less than anybody in the department. So I think at
18 a minimum, the fire chief should actually at least make 200,
19 minimum, to get them above the highest-paid person over the
20 last couple of years.

21 CHAIR VARES: If anything, it would at least
22 encourage that -- you know, encourage people to actually try
23 to attain that level --

24 COMMISSIONER ALCON: Right.

25 CHAIR VARES: -- of professionalism and dedication

1 to our county.

2 COMMISSIONER ALCON: But I missed the discussion on
3 the police. How much -- how much did the police chief -- what
4 is the recommendation for the police chief?

5 CHAIR VARES: He was recommended to 205.

6 COMMISSIONER ALCON: Okay.

7 CHAIR VARES: Donna, you had your hand up.

8 COMMISSIONER STERLING: Yeah, it -- I think -- I
9 listened to you, Chair, you know, I think the -- the amount
10 that we're gonna decide on, I think he should be up -- I don't
11 like to compare the police with the fire. The fire is what
12 we're setting precedent for the next five, ten, 15 years. I
13 mean, we're -- ten years, we're gonna redo it again, but for
14 what he's carrying 2022 and on, we're setting the bar -- a
15 high standard of bar and I believe -- I believe he will
16 complete that bar, high standard of bar, which other chiefs
17 can follow. So, you know, I don't want to compare police and
18 fire. Fire, it's bodies on the line, you know, and I hold
19 high esteem to our chief, fire chief, so 200 plus. If you
20 want it specific, 210,000. He's doing the job, and I have no
21 qualms -- we're setting precedent, the bar is high here, and
22 he'll do it.

23 CHAIR VARES: Thank you.

24 COMMISSIONER STERLING: Sure.

25 CHAIR VARES: Gregg, any input for us?

1 COMMISSIONER LUNDBERG: Yeah, a couple -- a couple
2 of things. One is I went through this process with the police
3 chief when I was on the commission and actually did a
4 presentation. I wish I could find it, but that was many years
5 ago. But here's my thought in no random order. I think that
6 there's a scary outline, a scary situation when we only have
7 two applicants for the position. I think that that's a pretty
8 scary one.

9 And then, Corp. Counsel, correct me if I'm wrong,
10 'cause I'm sure I will be, but it was -- in the past, there
11 was a law that all directors, I believe, within the public --
12 the public works area had to live on the island for two years
13 and we could never go to the mainland for candidates and
14 whatnot, and I -- obviously that's been changed now with the
15 new police chief. But we have to think about recruitment, I
16 think, and, you know, Punahale and others have mentioned it,
17 it's -- we can't be settling for second or third best, number
18 one. Number two, I think that the position of fire chief is
19 getting more and more technical every year, equipment changes,
20 systems, operational procedures, whatnot, our counties are
21 getting bigger, not smaller. I think the deputy -- and this
22 is I believe one of our recommendations in the police, was the
23 deputy would be 90 -- salary would be 90 percent, I believe it
24 was 90 percent of the chief's salary. So whatever the chief's
25 salary was, it would roll off of that.

1 CHAIR VARES: Give a percentage.

2 COMMISSIONER LUNDBERG: I do think that we should
3 make a recommendation at least to go on record that not only
4 this is the salary, but we think it needs to be trued up to --
5 to be fair. I think that there should be an annual increase
6 that we should determine and -- just so that we put it in
7 writing that we are recommending that not only the 210 -- and
8 I think the 210 is low for positions that put their life on
9 the line and are responsible for people who are putting their
10 life on the line for the safety and well-being of our
11 community. But I think we should put an annual -- a
12 recommendation for an annual increase whether it's tied to
13 economic factors or whether it's tied to the union contract
14 that says, you know, that they get 3 percent a year. And I'm
15 making that up; I don't know what that exact number is. I do
16 think the fire and the police chief should be similar or the
17 same. I think that their job duties and the risks of those
18 duties are very similar. And I think it would be -- I think
19 it would be best that we tied those together. And if I was to
20 make a recommendation, I would say 225, deputy chief would be
21 90 percent of that, and there would be an annual increase of 3
22 to 5 percent depending on performance and whatever else we
23 want to tie it to.

24 CHAIR VARES: Okay. Thank you.

25 COMMISSIONER LUNDBERG: That's all, Lisa.

1 CHAIR VARES: (Inaudible) that we'll need to
2 consider. An excellent point, just need to find out if that's
3 something that we can add on to this recommendation that we're
4 making or not.

5 COMMISSIONER LUNDBERG: I don't think we ask.

6 CHAIR VARES: Sorry.

7 COMMISSIONER LUNDBERG: I think we just -- I don't
8 think we ask anybody. I think we just make a presentation on
9 what we feel on behalf of the commission.

10 CHAIR VARES: Well, I guess that's true.

11 COMMISSIONER LUNDBERG: Technically -- technically,
12 he works for us; that position works for the commission.

13 CHAIR VARES: Okay, excellent. I've got your
14 recommendation of 225 and a 3 to 5 percent increase based on
15 factors that we still need to discuss. How about that?

16 COMMISSIONER LUNDBERG: Yes, yep. Perfect.

17 CHAIR VARES: All right. Makalapua, you're just --
18 you're next on my screen, so I'm just gonna grab you.
19 Makalapua, what do you think about all of this? What's your
20 position?

21 COMMISSIONER KANUHA: No, I agree with what
22 Commissioner Lundberg was saying because it's a 24/7
23 responsibility. I'm not trying to take away from police;
24 however, yes, the chief carries a large responsibility for our
25 community and, and I agree, 225, okay. And with the

1 recommendations of, you know, merit increases of -- whether
2 it's 3 percent or based on performance, I agree.

3 CHAIR VARES: Thank you, Makalapua.

4 Max, how -- you're next on my -- on my screen here
5 in no specific area, what is your recommendation?

6 COMMISSIONER KINCAID: I think 205 and if it can be
7 maintained between 3 and 5 percent on a year as far as the
8 cost of living to compensate. I know the police department
9 only does 2 percent, so hopefully, it'll go 3 to 5 for them
10 too. But 205 and then from there just work it -- the other
11 part is how often are we gonna review his pay scale, you know?
12 Man, I wouldn't want to be fire chief and have to wait ten
13 years without a pay raise opportunity.

14 CHAIR VARES: Right. And the salary commission's
15 decision and determination as to how often that's done.

16 COMMISSIONER LUNDBERG: And, Lisa, Lisa, the good
17 thing about putting a presentation that includes the annual
18 renewal per se of the salary is that it will take it out of
19 the salary commission's hands to a certain degree if they
20 agree to a wage review 3 to 5 percent on an annual basis, you
21 know, we won't have to go to salary commission on a regular
22 basis.

23 COMMISSIONER STERLING: I like that. I like that.

24 CHAIR VARES: We do our chief evaluation.

25 COMMISSIONER LUNDBERG: Yeah, and we make -- yeah,

1 and he's supposed to get an evaluation. It's our job; it's in
2 our charter to evaluate the effectiveness of the chief.

3 COMMISSIONER STERLING: Right.

4 COMMISSIONER LUNDBERG: So that's already -- that's
5 already in our charter, so we're doing a review, net result of
6 that review plus whatever goals that we put in play -- sorry,
7 I have a timer on my light switch. You know, I think it would
8 be better for all of us that we determine the increase, not
9 the salary commission.

10 COMMISSIONER STERLING: Yeah, I like that. I like
11 that, Chair.

12 CHAIR VARES: Moana or Dan, do either of you have
13 any input on that?

14 MS. LUTEY: Thank you, Chair. The way the structure
15 of the increases and pay work is that you would make the
16 recommendation to the salary commission, but ultimately it
17 would be their decision. When we're talking about budgeting
18 and so forth, I think the cleanest way to handle this would be
19 to come up with that number today. If you wanted to do a 2
20 percent or whatever the extras might be or 3 percent, then
21 include that in your number today. You can give an
22 explanation of how you got there when that letter is
23 transmitted to the salary commission. And then, in terms of
24 future salary commission review, what you could do based on
25 some of the commentary made by one of the salary commissions

1 last week, is ask for their review like next year, in two
2 years, whatever it is. Of course, it's discretionary on them
3 on whether or not they want to review it. That's one route
4 that you could try to take. You could also recommend in your
5 letter that they consider just doing a 2 or 3 percent increase
6 for cost living or whatever it is you're gonna say needs to be
7 reviewed on an annual basis. But these are really just
8 recommendations to the salary commission.

9 CHAIR VARES: Okay. That sounds like a plan.

10 How does this sound, then? When we make our
11 recommendation today, and it will be an official letter that
12 either -- we'll discuss that in a second. We'll put a
13 specific number that we're about to all agree on, and then
14 we'll also put in a recommendation for a 2 to 3 percent
15 increase in pay based upon the cost of living to be determined
16 on an annual basis. Commissioners, does that sound fair?

17 COMMISSIONER STERLING: Yeah.

18 CHAIR VARES: Understanding that it's only a
19 recommendation, but that we can try.

20 COMMISSIONER STERLING: So are we gonna put it into
21 a motion, Chair?

22 CHAIR VARES: We will. I've got all the wording in
23 just a minute. I just want to kind of get it all organized
24 before we do a motion. I did not get to hear from Dwight yet.
25 Dwight, are you still with us? Or Dylan?

1 COMMISSIONER ANDRION: Yes, I'm still here.

2 CHAIR VARES: So what -- what do you have to say
3 about our -- both our conversation, and then do you have a
4 recommendation for the salary and the deputy's salary?

5 COMMISSIONER ANDRION: Yeah, super interesting. I,
6 like Punahale --

7 (Background noise.)

8 COMMISSIONER ANDRION: So I am in the room with a
9 one-year-old and two-year-old, by the way, but I think that's
10 okay.

11 CHAIR VARES: (Inaudible) of think of the
12 conversation.

13 COMMISSIONER ANDRION: Yeah. Like Punahale, when I
14 first saw the presentation, I had a hard time with seeing the
15 fire chief and the deputy being paid less, but I also -- you
16 know, it made me wonder if it -- is there a reason for that
17 and why would it be like that? And I reminisce on a previous
18 conversation I actually had with the former fire chief on his
19 pay, and I remember the response being, I'm not doing this for
20 the pay, you know. And so it just made me wonder maybe why
21 would it even be that way and how it would motivate, you know,
22 a fire chief, especially when we're considering different
23 candidates. I'm sure that's something that they look at, is
24 I'm gonna be paid less than what I would have been making in
25 my current -- you know what I mean? And so that kind of helps

1 us as a commission when it comes to considering choosing a
2 fire chief to know that we're selecting someone who's doing it
3 because they're confident in their leadership skills, they
4 love our fire department and our county, and they're not there
5 for -- for the pay. I am in no intention to go against, you
6 know, the group consensus here of the 225 or even the 210; I
7 think our fire chief is worthy and valuable of that. I would
8 be maybe interested to hear if there -- if Chief Ventura or
9 the gentlemen sitting at the table have any kind of insight as
10 to why it already is that way and if there is any, you know,
11 insight on the fact that it may have been that way so that,
12 you know, the fire chief that is selected is there truly
13 because of their -- their passion and their heart to be there
14 and then no one can accuse that fire chief of being there
15 because of -- they're just there for the pay and that way we
16 have a fire chief that's not motivated and is, you know, not
17 doing their job, but they're getting paid more than everyone
18 else. I don't know; those kinds of thoughts came across to
19 me.

20 And so the other approach I -- I thought of would
21 have been to take the top three income earners that are
22 currently, you know, in the presentation, or top -- top five,
23 and take an average of that and make that the recommendation.
24 All that to share the manao or the insight that was coming
25 through my head as we're discussing, but if there is a motion

1 to go ahead with the 225 or the other 210, I would be in
2 support of that, just adding some flavor to the conversation,
3 Chair.

4 CHAIR VARES: I appreciate that, Dylan. Fire One or
5 Fire Two, do either of you have anything to add on the thought
6 that --

7 COMMISSIONER KINCAID: (Inaudible.)

8 CHAIR VARES: Oh, Max.

9 The thought that the top two need to be there for
10 more than just the top pay? Can you guys give us a little bit
11 of insight on the motivation to not only go for this position
12 but to stay in this position? Because it's more than just
13 getting it, it's surviving it and leaving it better than you
14 found it, and --

15 CHIEF VENTURA: Chair, thanks. I think this
16 conversation, this part of the conversation, is connected back
17 to our roots, why we signed up in the very beginning to be a
18 firefighter. You know, I can honestly say that all of my time
19 as a firefighter, signing up to be a firefighter, getting
20 promoted, I never once in my life asked, what does it pay? It
21 was just what I want to do, and I'm gonna do it. I think that
22 sentiment is shared throughout our service even though, as
23 Dylan indicated, the fire chief that he spoke to said, I'm not
24 in it for the money, which we're not; we've never been. If we
25 all wanted to get paid more, we would have worked somewhere in

1 the private sector years and years ago. But -- so I think
2 that route where we signed up initially to serve our community
3 carries all the way until we retire no matter what position
4 we're in. And I don't -- I don't think, or I'm hopeful that
5 if the salary isn't moved to a more desirable salary, it
6 doesn't bring in candidates who are just chasing money. I
7 think we'll also be able to identify those people who are
8 there just for the money and have no history of doing good for
9 the department and the community, and all of a sudden, they
10 surface. Also, if we had candidates who applied from outside
11 of the county and we didn't know them, you know, that we can
12 do research on what their past is because their past efforts
13 and passion will determine kind of what their future direction
14 is gonna be. Are they always chasing, you know, salary versus
15 doing it for the right reason and just serving the community?
16 So that's my hope that even with the change, the potential
17 change in salary for the fire chief, it would have -- still
18 bring in the right people who want to do the job for the right
19 reasons.

20 CHAIR VARES: Okay. Thank you. I appreciate that,
21 and I think that summed it up nicely.

22 The only commissioner I have not heard from is
23 Dwight. Dwight Burns, are you still on the call with us? So
24 pop in and -- let's see. Supposed to still be here. All
25 right. Well, we've got enough for a quorum here.

1 Okay. So, in summary, we've got a range of between
2 205 and 225, with the recommendation to also consider, I would
3 say, 3 to 5 percent annual increases based on a wage review
4 moving forward. If we were to average everything that
5 everybody's saying for -- oh, and also for the deputy
6 position, I really, really like the idea of just calling it 90
7 percent of whatever the -- whatever the chief is making. How
8 does everybody feel about that? Thumbs up? Thumbs down?

9 (Response.)

10 CHAIR VARES: Thumbs up? I've got thumbs up from
11 everybody. Ninety percent, which would put -- if we were at
12 205, that would put the deputy chief at 184.5. And as it goes
13 up, then it goes up. I'm -- I'm kind of solidly at keeping it
14 at about 205. So if we go between 205 -- we've got 200, 205,
15 205, 210, and two 225s; I would think we're probably right
16 around recommending 212.

17 COMMISSIONER LUNDBERG: Madam Chair.

18 CHAIR VARES: Yes.

19 COMMISSIONER LUNDBERG: Could you or could the chief
20 put up that slide again for us that showed the wages of the
21 department and where he and the deputy fall just as we're
22 discussing this for reference?

23 CHAIR VARES: I'm going (inaudible).

24 COMMISSIONER ALCON: Does anybody know if the police
25 commission asked for a higher amount and whether the salary

1 commission went lower, or did they accept the amount that they
2 recommended?

3 CHAIR VARES: Correct me if I'm wrong, but I think
4 they accepted. I actually think the chief asked for 189.5 or
5 196; the commission looked into the cost of living
6 calculations and comparables on the mainland and actually went
7 above his -- his number, Chief Pelletier's number of 195, 196,
8 and went to 205. The commission recommended 205, and salary I
9 believe is going to be accepting that, I believe.

10 MS. LUTEY: If I could, Chair, the salary commission
11 is gonna be discussing that recommendation in the next -- I
12 think their next meeting is actually February 25th.

13 CHAIR VARES: Okay.

14 MS. LUTEY: So we don't know if they've accepted it
15 or not, but that is the recommendation by the police
16 commission. It is February -- sorry, February 25th at 9:00
17 a.m.

18 COMMISSIONER LUNDBERG: And what is the dollar
19 again? What is the suggested wage?

20 MS. LUTEY: From the police commission, the
21 recommendation to the salary commission was 205,000.

22 COMMISSIONER LUNDBERG: Thank you.

23 COMMISSIONER ALCON: I think if you go to the year
24 before, the highest-paid earner was at like 194. Yeah.

25 COMMISSIONER LUNDBERG: And that was fire or police?

1 COMMISSIONER ALCON: Fire.

2 CHAIR VARES: Fire. And the fire chief is not -- so
3 basically Fire Three or Fire Four. Fire One was 166 in 2020;
4 Fire Two was 158 in 2020.

5 COMMISSIONER ALCON: Richelle, can I see 2019,
6 please?

7 Can we see 2019's slide?

8 CHAIR VARES: If it's Richelle. Sorry, Richelle, if
9 it's not you.

10 Thank you.

11 Eighty-eight, again, Fire Three or Four. I -- yeah,
12 I have personally no problem going to 205, easily. Calculator
13 over here.

14 I -- so we're all about \$25,000 apart. How does
15 everybody feel about just putting in a recommendation for a
16 range, or would you like me to average it all to -- I did the
17 average between Donna's 210, Puna, I had you at about 200 --

18 COMMISSIONER ALCON: I'm -- no, that was like
19 minimum.

20 CHAIR VARES: Oh.

21 COMMISSIONER ALCON: What I'm doing is anywhere from
22 the 205 to the 225; I just didn't know, like, how everybody
23 else felt. It's a huge responsibility, you know, and they
24 take it home at night, and it never goes away the entire time
25 that you're in the position, so, you know, you worry about

1 everybody, you know.

2 CHAIR VARES: Okay. So, question, you want me to
3 put forward a range, or would you like me to do a medium
4 average real fast?

5 COMMISSIONER LUNDBERG: Madam Chair, I would again
6 suggest that we give a flat number. People tend to take the
7 low number of the range in the -- just the psychology of
8 decision-making, you know, thinking that there's fiscal
9 responsibility and, you know, they go with the lower range. I
10 don't -- I don't think we give them that opportunity.

11 CHAIR VARES: Okay. I've got 211,428. I don't know
12 how I got 428.

13 COMMISSIONER LUNDBERG: Two ten.

14 CHAIR VARES: Two ten.

15 COMMISSIONER STERLING: Two ten. And, Chair, could
16 we -- could we add 210 and then add that 3 percent annual cost
17 of living review that the commission already has the
18 responsibility to do for the chief anyway, 'cause he comes up
19 for annual review.

20 MS. LUTEY: Chair, if I could just interject
21 quickly.

22 CHAIR VARES: Yes.

23 MS. LUTEY: It might be wise right now to ask for a
24 motion from the body and include the amount so that this body
25 can vote on that.

1 CHAIR VARES: Got it. One second. Let me get my
2 wording correct. All right. Okay.

3 COMMISSIONER LUNDBERG: (Inaudible.)

4 CHAIR VARES: Yes?

5 COMMISSIONER LUNDBERG: I'm happy to make a motion
6 if you like, Ms. Chair.

7 CHAIR VARES: Please, yes.

8 COMMISSIONER LUNDBERG: I make a motion that we
9 recommend to the salary commission a salary of 210,000 for the
10 chief, the fire chief, in addition including in the -- look
11 for the right words. In addition to the salary, we recommend
12 a 3 to 5 percent salary increase based on performance
13 evaluation done on an annual basis.

14 COMMISSIONER STERLING: I like that.

15 CHAIR VARES: And could you also possibly state the
16 90 percent salary of the deputy chief of 189 in that motion?

17 COMMISSIONER LUNDBERG: It would be my pleasure. In
18 addition to the fire chief, the deputy chief would
19 automatically be given 90 percent of the fire chief's salary
20 as his salary.

21 COMMISSIONER STERLING: Awesome. Thank you.

22 CHAIR VARES: Which would be 189. May I have a
23 second to the motion?

24 COMMISSIONER STERLING: I second.

25 CHAIR VARES: Thank you, Donna. So motion brought

1 forth by Commissioner Lundberg, seconded by Commissioner
2 Sterling. May I have a vote on the motion? Everyone in
3 favor?

4 MR. KUNKEL: Could you do a roll call vote just
5 to --

6 CHAIR VARES: Oh, yeah. Sorry.

7 MR. KUNKEL: Just to play it safe.

8 CHAIR VARES: Okay, excellent. So the motion
9 brought forth by Commissioner Lundberg, I'm guessing you --
10 how do you vote on your own motion?

11 COMMISSIONER LUNDBERG: Oh, I vote yes.

12 CHAIR VARES: And the commissioner who seconded it.

13 COMMISSIONER LUNDBERG: Aye or yes, whatever it is.

14 CHAIR VARES: Commissioner Alcon.

15 COMMISSIONER ALCON: Yes.

16 CHAIR VARES: Commissioner Kincaid. Commissioner
17 Kincaid.

18 COMMISSIONER KINCAID: Sorry. Yes, yes. My fault.

19 CHAIR VARES: Commissioner Kanuha.

20 COMMISSIONER KANUHA: Yes.

21 CHAIR VARES: Commissioner Andrion.

22 COMMISSIONER ANDRION: Yes.

23 CHAIR VARES: And Commissioner Burns, if you're
24 still on the line.

25 (No response.)

1 CHAIR VARES: Okay. And Vice Chair Vares also
2 agrees and moves the motion forward.

3 COMMISSIONER STERLING: Commissioner Sterling is
4 also yes.

5 CHAIR VARES: Oh, yes. Thanks.

6 The next thing we need to make a motion on is how we
7 would like to handle notifying the salary commission of our
8 decision. It's probably best to just either have the chair or
9 the vice chair notify the commission. Could I have a motion
10 for you all to perhaps choose a certain absent chair to have
11 to draft and submit this letter?

12 COMMISSIONER ANDRION: This is Commissioner Andrion.
13 I move to have Chair Ginoza notify the salary commission for
14 us.

15 CHAIR VARES: May I have a second, please?

16 COMMISSIONER KINCAID: Second.

17 COMMISSIONER KANUHA: I'll second.

18 CHAIR VARES: All right. Commissioner Kanuha
19 seconded Commissioner Andrion's motion.

20 Commissioner Sterling.

21 (Multiple speakers.)

22 MS. LUTEY: If I can just clarify, Commissioner
23 Andrion, are you requesting that to be transmitted in writing?

24 COMMISSIONER ANDRION: Yes, transmitted in writing
25 by Chair Ginoza.

1 MS. LUTEY: Thank you.

2 CHAIR VARES: Wonderful. Okay. Commissioner
3 Sterling, how do you vote?

4 COMMISSIONER STERLING: Yes.

5 CHAIR VARES: Commissioner Alcon.

6 COMMISSIONER ALCON: Yes.

7 CHAIR VARES: Commissioner Kincaid.

8 COMMISSIONER KINCAID: Yes.

9 CHAIR VARES: Commissioner Kanuha.

10 COMMISSIONER KANUHA: Yes.

11 CHAIR VARES: And Commissioner Vares agrees. All
12 right. I think that settles that long and moderately
13 uncomfortable conversation in front of the people that it
14 concerns.

15 COMMISSIONER LUNDBERG: Madam Chair.

16 CHAIR VARES: Yes.

17 COMMISSIONER LUNDBERG: Maybe you could -- a message
18 for corp. Counsel, but I would assume that the chair will
19 write the letter. Do we need to review it as a commission, or
20 can the chair send it directly to the salary commission?

21 CHAIR VARES: Moana, yes? (Inaudible.)

22 MS. LUTEY: It's okay for him to transmit it, but
23 there's one other aspect -- I'm sorry, I had a little mental
24 fart there, but the other would be that you may want to
25 authorize your chair to handle after he transmits that letter

1 or once they receive it. So that may be something you want to
2 add into this discussion and get a motion on.

3 CHAIR VARES: So if I'm understanding correctly, we
4 would need a motion for Commissioner Ginoza's transmittal --
5 if there is any response from the salary, we are authorizing
6 Commissioner Ginoza to make -- or to provide any --

7 MS. LUTEY: Respond on behalf of the body to any
8 questions that the salary commission may have related to your
9 recommendation.

10 CHAIR VARES: Okay. So on the same letter, it will
11 state that the commission has provided Chair Ginoza permission
12 to -- repeat that, I'm gonna actually write it down exactly.

13 MS. LUTEY: You're authorizing him to transmit the
14 recommendation of the amount that you have voted on. In
15 addition, if there are any questions or clarifying or
16 otherwise that need to be made by the commission related to
17 the recommendation for the salary, that he's authorized by
18 this body to provide that information to them directly.

19 COMMISSIONER STERLING: Right.

20 CHAIR VARES: Okay, perfect. Which, frankly, at
21 this point, I'll do this one.

22 COMMISSIONER LUNDBERG: One question is: Isn't Kyle
23 and myself going off the commission in March?

24 COMMISSIONER STERLING: You and I are. Sterling
25 and -- you and I, Gregg.

1 COMMISSIONER LUNDBERG: Oh, it's just you and I?

2 COMMISSIONER STERLING: Yes.

3 COMMISSIONER LUNDBERG: Okay. I thought Kyle was on
4 it also.

5 CHAIR VARES: So we have yet another crisis to
6 direct ourselves to, the crisis of replacing the two of you
7 irreplaceable individuals.

8 COMMISSIONER STERLING: I think that's in the works,
9 Chair, with the mayor's office recommendation of two people.

10 MR. KUNKEL: Excuse me. This is Dan Kunkel
11 speaking. I wondered if I could check with Moana. What sort
12 of time deadline are the commissioners looking at as far as
13 issuing that letter to the salary commission?

14 MS. LUTEY: The time deadline that was provided by
15 Chair Ginoza was a week, and part of that is because next
16 week, Friday on the 25th, the salary commission is meeting to
17 deliberate over salaries. He informed them that you guys
18 would be meeting today, and so I think they're all expecting a
19 pretty quick turnaround.

20 CHAIR VARES: Okay. And Kyle is aware that he's --
21 he knows that he's gonna need to be drafting this letter, we
22 discussed it. Is it possible on this letter to have any
23 clarifying questions can be directed to Chair Ginoza or Vice
24 Chair Vares to --

25 MS. LUTEY: Yeah. The body would just need to

1 approve you also, and you'd be able to answer questions and
2 then, of course, advocate if they have additional information
3 they need.

4 CHAIR VARES: Okay.

5 COMMISSIONER STERLING: Good.

6 CHAIR VARES: As a body, do we agree?

7 COMMISSIONER STERLING: I agree. Agreed.

8 COMMISSIONER LUNDBERG: Agreed.

9 COMMISSIONER ALCON: Agreed.

10 CHAIR VARES: I guess we might need a motion.

11 MR. KUNKEL: I think a motion would be appropriate.

12 CHAIR VARES: Please.

13 COMMISSIONER STERLING: Okay. I make a motion that
14 not only do we authorize our Chair Kyle Ginoza to respond to
15 any questions from the salary commission but also Vice Chair
16 Lisa Vares.

17 CHAIR VARES: Any seconds?

18 COMMISSIONER ANDRION: Second. This is Commissioner
19 Andrion.

20 CHAIR VARES: Thank you, Commissioner Andrion. And
21 may I take a quick vote on this motion? Commissioner
22 Lundberg.

23 COMMISSIONER LUNDBERG: Aye, yes.

24 CHAIR VARES: Commissioner Alcon.

25 COMMISSIONER ALCON: Yes.

1 CHAIR VARES: Commissioner Kincaid.

2 COMMISSIONER KINCAID: Yes.

3 CHAIR VARES: Commissioner Kanuha.

4 COMMISSIONER KANUHA: Yes.

5 CHAIR VARES: I think that's a yes. Yes?

6 COMMISSIONER KANUHA: (Nodding head.)

7 CHAIR VARES: Okay, great. And I don't have --
8 Dylan is the last one on my list here, and it was his motion,
9 so, okay, motion passed. I'll add that on to the letter
10 that -- the email that I send off to Kyle.

11 Okay, gang, that was a lot. Does anyone have
12 anything else before we conclude the meeting?

13 (No response.)

14 CHAIR VARES: Okay.

15 COMMISSIONER STERLING: Our last -- Chair, our last
16 meeting, Gregg and I, will be March 17th, I believe, Gregg.

17 CHAIR VARES: Yep. The next meeting date is
18 Thursday, March 17th, 2022, via BlueJeans at 10:00 a.m. I
19 truly wish we were all together for that one because I hate to
20 see either of you go. I really, really hate to see either of
21 you go, so you're definitely gonna be missed. But we will see
22 everybody next month, March -- oh, that's St. Patrick's Day.
23 On March 17th at 10:00 a.m. via BlueJeans.

24 May I have a motion to adjourn the meeting?

25 COMMISSIONER LUNDBERG: So moved.

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CHAIR VARES: Thank you, Commissioner Lundberg. Do we have a second to adjourn the meeting?

COMMISSIONER KINCAID: Second.

CHAIR VARES: Thank you, Commissioner Kincaid.

Thank you, everyone, for all of your input today. Have a great day, guys.

(The proceedings were adjourned.)

