

# MAUI COUNTY SALARY COMMISSION

## 2001 REPORT

### Overview

This Salary Commission, having met on September 14, 2001 and October 16, 2001, reviewed the report of the Salary Commission's Investigative Committee Report on salaries for elected and appointed officials.

At its meeting of September 14, 2001, the Investigative Committee, which was comprised of Scott Matsuura, Russell Johnson and Helen Nielsen, explained that it reviewed the work of the 1991 Salary Commission and found that they placed much effort into devising a comprehensive salary structure for departmental directors and deputies. The Investigative Committee found that throughout the years, previous Commissions made changes to salaries only as requested and, therefore, salaries and levels were inconsistently applied. The Investigative Committee then decided to restructure the four executive salary levels into three levels. The Investigative Committee then set the salary of the highest ranking county official based on a projected cost-of-living adjustment from January 1, 1994 and with the impending salary increases for the excluded managerial employees within their departments. The Investigative Committee then set the salaries of each corresponding position within each executive salary level. Accordingly, the salary for the Mayor of the County of Maui was set at \$96,000. Once the salary levels were established for the departmental directors, the Investigative Committee established a salary for the deputy positions at 95% of the corresponding directors salaries.

At its meeting of October 16, 2001, the Salary Commission again reviewed the report of the Investigative Committee and a report submitted by the Director of Personnel Services. The Commission notes that this meeting was a night meeting held to entertain public testimony. The Commission notes that no one appeared to provide testimony. After debating the pros and cons of the proposal, the Commission reasoned that the appointed officials assume a tremendous responsibility in fulfilling their duties, which are oftentimes not commensurate with the compensation assigned to that position. The Commission further reasoned that these employees are not allowed to have part-time jobs, as are Councilmembers, or get paid overtime, that union employees are allowed. The Commission did review the salaries of the Maui County Council and decided not to make any changes to the salaries. The Commission identified two issues of concern regarding the County Council: 1) the Council positions are considered part-time, and 2) the Councilmembers are currently the highest paid in the State. The Salary Commission will again evaluate the salaries of the County Council in 2002 should its status change due to possible Charter amendments.

### Decision

Accordingly, the Salary Commission approved the salaries, identified on Exhibit "A", attached hereto and made a part hereof, effective January 1, 2002. As indicated on Exhibit "A", the total increase in salaries is estimated to be \$160,575.

SALARY COMMISSION  
REPORT ON SALARY INCREASES  
FOR ELECTED  
AND APPOINTED OFFICIALS

December 14, 2001

SUBMITTED BY

---

Scott Matsuura  
Chair

---

Russell Johnson  
Vice Chair

---

David Anzai  
Commission Member

---

Cynthia Arruiza  
Commission Member

---

Jerrybeth DeMello  
Commission Member

---

Curtis Franks  
Commission Member

---

Helen Nielsen  
Commission Member

---

Pablo Piano, Jr.  
Commission Member

---

Janet Tomita  
Commission Member