



**SALARY COMMISSION**  
**CITY AND COUNTY OF HONOLULU**  
**530 South King Street, Room 202M**  
**Honolulu, Hawaii 96813**

**MINUTES OF THE COMMISSION'S SECOND MEETING:**  
**MARCH 17, 2015**

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**1. CALL TO ORDER**

With a quorum present, Chair Sara Buehler called the meeting to order on March 17, 2015 at 1:32 p.m. in the Council's Committee Meeting Room.

**2. ATTENDANCE**

Commissioners present at the meeting: Sara Buehler, Chair; Lee Donohue (arrived at 1:35 p.m.), Guy Kaulukukui, Merle Kelai; Diane Peters-Nguyen, and Kevin Sakamoto

Commission support staff present at the meeting: Sharleen Oshiro, Executive Secretary

Commission attorney present at the meeting: Ernest Nomura, Deputy Corporation Counsel

Others present: Carolee Kubo, Denise Miyahara, Lila Tom, and Cori Shinkawa, representatives from the Department of Human Resources

**3. APPROVAL OF MINUTES**

There was a motion by Commissioner Peters-Nguyen to approve and file the minutes of the January 30, 2015 meeting. Commissioner Kaulukukui seconded the motion. Hearing no objections from the four Commissioners present, the minutes were approved.

**4. TESTIMONY/COMMENTS FROM INVITED GUESTS AND THE PUBLIC**

Chair Buehler requested to hear presentation from Department of Human Resources. Ms. Denise Miyahara, DHR, testified that several weeks ago they transmitted the annual packet of information. Upon Chair Buehler's request for highlights, Ms. Miyahara reported on some of the changes:

- Attachment C: for other jurisdictions, Maui and Kauai had no changes -- Maui since 2013, Kauai since 2009. Kauai's commission recommended increases which were voted down by Council. All others had increases effective July 1, 2014.
- Attachment G: Inversion table shows last year's increases which had some small changes in inversion that affected some departments. Police have no

inversion. Same for Fire, but increases are pending so do not know the impact of recommendations. Decision should be soon. There are still inversions in Departments of Budget and Fiscal Services, Community Services, Design and Construction, Facility Maintenance, Human Resources, Information Technology, Planning and Permitting, Parks and Recreation, Transportation Services, and Environmental Services.

- Attachment H: Shows collective bargaining increases which have been awarded. Most of bargaining contracts go through June 30, 2017. The one of interest to this Commission is Bargaining Unit 13, Professional group, will be receiving a 3.5% increase on January 1, 2016, in addition to continuation of Step movement plan. There is one more increase on January 1, 2017. Police receive increments every 6 months; the next increments are on July 1, 2015, 2%; January 1, 2016, 2%; July 1, 2016, 2.5%; and January 1, 2017, 3.3%.
- Next several charts show the CPI for Honolulu in various forms.
- Attachment J: Shows the cost impacts from any recommendation made by the Commission for increases ranging from 1-10%.

There was no testimony from anyone in the audience.

#### **5. PERMITTED INTERACTION GROUP RECOMMENDATIONS**

The Permitted Interaction Group (PIG) presented their recommendation. PIG member Diane Peters-Nguyen reported that the group met twice. She stated that they were committed to address Cola increases in line with the CPI figures provided. They felt that 2.5% across the board is fair. They then considered the special request from first responders. They feel that it is very important for sake of public, in light of recent events, to know that the Commission is specifically barred from considering any performance measures. In addition, the Commission cannot consider the available budget when making its recommendation. They reviewed collective bargaining increases for rank and file and peer city salary levels taking into consideration the comparable population, COLA, and the median household income. They felt that it was important to go back to the work done in previous years by this Commission to not compromise the previous commission's work over last 2 years in addressing inequalities between top tiers and rank and file, the so-called inversions. The PIG was willing to look at what was requested. It is the PIG's recommendation that 5.5% for police and fire should be approved. Since there is no existing inversion for HPD, and given last year's aggressive increases, 5.5% should be looked at as the ceiling for salary increases, the full amount requested by the two departments.

There was no discussion.

#### **6. DELIBERATION AND DECISION-MAKING**

Upon recommendation by Department of Corporation Counsel, voting will be at the next meeting to allow for thorough consideration by members and to allow for public testimony at the next meeting. Each category of increases will be considered separately.

#### **7. SCHEDULING OF NEXT MEETING**

The next scheduled meeting will be on Tuesday, April 14, at 1:30 p.m. The meeting will be the Public Hearing.

**8. ADJOURNMENT**

There being no further business, Commissioner Peters-Nguyen moved to adjourn the meeting and Commissioner Kaulukukui seconded the motion. Hearing no objections from the four Commissioners present, the meeting adjourned at 1:45 p.m.

Respectfully submitted,



Sharleen H. Oshiro  
Executive Secretary