



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

MINUTES OF THE COMMISSION'S THIRD MEETING:
APRIL 2, 2019

1. CALL TO ORDER

Chair Kevin Sakamoto called the meeting to order on Tuesday, April 2, 2019 at 1:33 p.m. in the Council's Committee Meeting Room.

2. ATTENDANCE

Commissioners present at the meeting: Kevin Sakamoto, Merle Kelai, Diane Peters-Nguyen, Gerald Takeuchi, Brian Tamamoto, and Claire ("Kimi") Yuen

Commissioners excused from the meeting: Guy Tajiri

Commission support staff present at the meeting: Todd Swisher, Legislative Analyst; Randall Young, Legislative Analyst

Commission attorney present at the meeting: Sarah Casken, Deputy Corporation Counsel

Others present: City Department personnel, including Carolee Kubo, Director of Human Resources

3. APPROVAL OF MINUTES OF MARCH 5, 2019

There was a motion by Commissioner Kelai to approve and file the minutes of the March 5, 2019 meeting. Commissioner Yuen seconded the motion. There were no corrections. Hearing no objections from the six Commissioners present, the minutes were approved as circulated.

4. PUBLIC TESTIMONY ON THE PERMITTED INTERACTION GROUP'S ("PIG") PROPOSED SALARIES AND SALARY SCHEDULES FOR FY 2019-2020, AS PRESENTED AT THE MARCH 5, 2019 MEETING OF THE SALARY COMMISSION

Chair Sakamoto noted that the agenda for the day's meeting contains a table featuring current salaries, the PIG's proposed salaries rounded to the nearest whole dollar, and the corresponding percentage increase. He also noted that an article on the PIG's recommendations that ran in the April 1, 2019 edition of the *Star-Advertiser* cited dollar figures that differed up to \$11 from the proposed salaries on the agenda. Any

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differences stemmed from the reporter using Department of Human Resources calculations that were later corrected. Chair Sakamoto stated that the correct figures were those posted on the agenda for the day's meeting.

Before inviting members of the public to testify, Chair Sakamoto recognized Commissioner Yuen, who had indicated her desire to make a statement. Commissioner Yuen stated that she had filed a Disclosure of Conflict of Interest with the City's Ethics Commission due to professional business she would have coming before the City Council and City Departments. On the advice of the Ethics Commission, she stated that she would not be voting on salary adjustments for the Council Chair, Council Members, Department Heads, or Deputy Department Heads. Chair Sakamoto noted that these comments would be entered into the record and repeated the list of positions for which Commissioner Yuen would recuse herself.

Chair Sakamoto then recognized Vice-Chair Tamamoto for a comment on information that had been included in the packet for the meeting. Vice-Chair Tamamoto referred to a page in the packet entitled "Minimum Qualifications for Directors – Per Charter (As of 2/21/19)." He summarized the contents of the page and noted that the PIG had found it useful to consider what specialized skills and knowledge these positions involved as it weighed salary adjustments. He thanked the Department of Human Resources for preparing the material and stated his hope that future Commissions would likewise find it useful.

Chair Sakamoto opened up public testimony and welcomed Sharlene Chun-Lum, a senior taxpaying resident of Halawa, Council District VI. Reading from written testimony (later filed with the City Clerk as Miscellaneous Communication 150 (2019)), Ms. Chun-Lum stated her opposition to the PIG's proposed salary increases on the grounds that public servants were already well compensated, the raises did not take into account the performance of the individuals in the covered positions, and that increases may not be fiscally prudent in light of a projected economic slowdown. She acknowledged the problem of "inversion" but stressed the importance of the City living within its means. Vice-Chair Tamamoto thanked Ms. Chun-Lum for her testimony and commented that, per the Charter, the Salary Commission is charged with adjusting salaries for positions, not individuals, and therefore does not consider individual job performance. Also in response to Ms. Chun-Lum's testimony, Commissioner Takeuchi stated that the Salary Commission reviews salary data going back several years and noted that during some years, salaries had been kept flat or only raised slightly. Therefore, it is important to look at average increases over a longer period of time rather than picking out any two-year period. Before closing public testimony, Chair Sakamoto acknowledged written testimony received from Ryan Yamashiro opposing the PIG's proposed salary increases (also filed with Miscellaneous Communication 150 (2019)).

5. SCHEDULING OF NEXT MEETING

Chair Sakamoto stated that the 2019 Commission's fourth and final meeting, at which the Commission would engage in deliberation and decision-making regarding the establishment of salaries and salary schedules for the positions specified under Section

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3-122 of the City Charter, would be scheduled for Tuesday, April 16, 2019 at 1:30 p.m. (subsequently changed to 12:00 p.m.) in the Council Committee Meeting Room. He reminded the Commissioners that the Commission must submit its resolution and findings of fact to the City Council and Mayor no later than May 1st.

6. ADJOURNMENT

There being no further business, Commissioner Peters-Nguyen moved to adjourn the meeting, and Commissioner Takeuchi seconded the motion. Hearing no objections from the six Commissioners present, the meeting was adjourned at 1:49 p.m.

Respectfully submitted,



Todd Swisher
Legislative Analyst