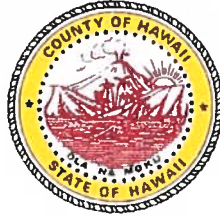


Harry Kim
Mayor

COUNTY CLERK
COUNTY OF HAWAII

2017 DEC 15 PM 3:43



Hugh Y. Ono, P.E.
Chair
Florence K. Ikeda
Vice-Chair

William V. Brilhante, Jr.
Ex-Officio Member

County of Hawai'i Salary Commission

Aupuni Center, 101 Pauahi Street, Suite 2, Hilo, Hawai'i 96720
(808) 961-8361 Fax (808) 961-8617

A g e n d a

Thursday, December 21, 2017

10:00 a.m.

County Council Room-Hawai'i County Building
25 Aupuni Street, First Floor, Room 1401
Hilo, Hawai'i 96720

- 1) **Call to Order**
- 2) **Statements from the Public on Agenda Items**
- 3) **Approval of Minutes: October 11, 2017**
- 4) **Presentation**
 - Mayor Harry Kim to address the Salary Commission concerning salary increases.
- 5) **Communication(s)**
 - Memorandum dated November 30, 2017 from Acting Director of Human Resources William V. Brilhante, Jr., transmitting an updated spreadsheet of the salary increases approved by the Salary Commission at its November 27, 2017 meeting, effective January 1, 2018.
- 6) **New Business: None**
- 7) **Unfinished Business (for discussion and appropriate action)**
 - A) **Review of existing compensation plan** to include discussion and consideration on proposals for adjustments to current salaries of executives and elected officials. Discussion may include:

George W. Campbell, Harold Dow, Thomas E. Fratinardo,
Nelson H. Harano, James W. Higgins, Milton Pavao, P. E., Members

Hawai'i County is an Equal Opportunity Provider and Employer.

- “Salary Worksheet & Statewide Information: For Priority Level ‘C’ Positions” prepared by Chair Hugh Y. Ono, P. E. Provides current information concerning certain position titles, departments, current salaries, salaries of subordinates, suggested salary increase amounts, and current pay levels for comparable positions for other counties. The information involves the Mayor’s Office, the Legislative Branch, Information Technology Department, Liquor Control Department, Office of Housing and Community Development, and Research and Development;
- Salary Commission’s “Execution Plan” as of November 27, 2017, prepared by Chair Hugh Y. Ono, P. E. Provides a schedule/timeline of actions completed by the Commission, and includes a description of subjects, type of actions taken, completion dates, and remarks;
- “Talking Paper: Salary Commission Action Leading to Approved Salary Changes of Monday, November 27, 2017” prepared by Chair Hugh Y. Ono, P. E. Summarizes the facts and assumptions used by the Salary Commission in its decision-making on November 27;
- Discussion regarding the recent salary increases approved at the Commission’s November 27, 2017 meeting concerning the Planning Director and Deputy Planning Director, Human Resource Director, and Deputy Human Resource Director;
- Discussion concerning proposals for Tier II. Ideas from Commissioners addressing how the salaries can be established in the future beginning on July 1, 2018.

B) Opportunity to request other items to be placed on the next agenda

8) **Schedule Next Meeting Date**

9) **Adjournment**

Executive Session

The Salary Commission anticipates convening one or more executive meetings regarding the above matters listed on the agenda, pursuant to HRS Sections 92-4 and 92-5(a)(4), for the purpose of consulting with the Board’s attorney on questions and issues pertaining to the Board’s powers, duties, privileges, immunities, and liabilities. A 2/3 vote pursuant to HRS Section 92-4 is necessary to hold an executive meeting.

The meeting place is accessible to individuals with disabilities. If you need an auxiliary aid or service, language interpretation, or other access accommodation, please contact the Department of Human Resources at 961-8361 as soon as possible or at least five days prior to the meeting date of December 21, 2017.