

**HAWAII COUNTY POLICE COMMISSION  
REGULAR SESSION MINUTES  
NOVEMBER 5, 2008  
KONA DEPARTMENT OF LIQUOR CONTROL**

**INVOCATION**

Commissioner Kaoiwi gave an invocation.

**CALL TO ORDER**

Chair Lassiter called the meeting to order at 5:00 p.m.

**ROLL CALL**

Present:	Pudding Lassiter, Chair	Also Present:	Lincoln Ashida, Corporation Counsel
	Thomas P. Whittemore, Vice Chair		Josie Pelayo, Secretary
	Richard J. Behenna, Commissioner		
	Louis Kaoiwi, Commissioner		
	Karolyn P. Lundkvist, Commissioner		
	Melvin S. Morimoto, Commissioner		
	Anita Politano Steckel, Commissioner		
	Michael B. Sumja, Commissioner		

**APPROVAL OF AGENDA**

Commissioner Morimoto moved to approve the agenda. Vice Chair Whittemore seconded the motion, and it carried unanimously.

**PUBLIC STATEMENTS ON AGENDA ITEMS** – None.

**CORRESPONDENCE 08-26**, position description for the Chief of Police and Deputy Chief, salary summary for managerial personnel, and concerns about disparity.

Commissioner Behenna expressed concern that the position description was prepared by the Deputy Chief, and that he applied for the position.

Corporation Counsel Ashida stated that there is no formal description for appointed persons.

Ms. Pelayo stated that the last time the commission went before the Salary Commission for a pay increase for the Police Chief, the Deputy Chief prepared the position description for them. Chair Lassiter had asked her to call the Chief's office and ask that the position description be updated so that they could take it to the Salary Commission again. Since the Deputy prepared it previously, he was the one that updated it.

Corporation Counsel Ashida stated that the Deputy Chief was tasked to prepare the report. There is no impropriety. This was in response for a presentation to the Salary Commission.

Vice Chair Whittemore stated that he would like to have demographic information comparing Hawaii County with the other counties.

Commissioner Kaoiwi stated that the last time they went to the Salary Commission, they pointed out the number of staff that the Hawaii County Police Department had and its large geographic area as compared to Maui, and that Maui's Chief has a higher salary.

Commissioner Lundkvist stated that they should focus on the issue that the Chief makes less than his subordinates.

Chair Lassiter stated that she spoke to Managing Director Dixie Kaetsu about the salary discrepancies. Mrs. Kaetsu suggested that they write to the Salary Commission about their concerns.

Corporation Counsel Ashida stated that they are talking about the salary inversion for the assistant chiefs who receive periodic increases that is based on years of service. Unfortunately, the Salary Commission does not track these EM salary increases. They are reactive, and react when requests are made for salary increases. Rectifying the salary inversion problem is the Salary Commission's job. The Police Commission should not tell them what the pay should be, same as the Salary Commission doesn't tell the Police Commission whom to select. The Salary Commission totally agrees that subordinates should not be paid more. The Police Commission may want the Chief and the Deputy to always have a certain percentage more than the EMs.

#### **EXECUTIVE SESSION**

Commissioner Sumja moved to meet in executive session to consider the hire of an employee where consideration of matters affecting privacy would be involved and to consult with Corporation Counsel on questions and issues pertaining to the commission's powers, duties, and privileges, immunities, and liabilities pursuant to HRS 92-5 (a) (2) and (4) and Hawai`i County Charter Section 13-20 (b). Commissioner Politano Steckel seconded the motion, and the carried unanimously. Executive session convened at 5:34 p.m.

#### **ACTION ON EXECUTIVE SESSION MATTERS**

Commissioner Lundkvist moved to refer all four applicants to Human resources to confirm their qualifications and that all those who meet the qualifications will be candidates for the position of Chief of Police. Commissioner Kaiwi seconded the motion, and it carried unanimously.

Corporation Counsel Ashida stated that all records are to be protected so long as there is a chance for retribution. For public testimonies, it is hard to talk about somebody when that person is there. They could tell the finalists that it is not necessary for them to be present during the public testimonies and that the commission would not be asking them questions.

#### **PUBLIC STATEMENTS ON AGENDA ITEMS** – None.

#### **ANNOUNCEMENTS**

Chair Lassiter announced that the next meeting would be on November 13, 2008, at 5:00 p.m. at the King Kamehameha Beach Hotel to take public testimonies on the Chief of Police candidates.

#### **ADJOURNMENT**

The meeting was adjourned at 6:30 p.m.

SUBMITTED:

*Josie Pelayo*

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JOSIE PELAYO, SECRETARY

APPROVED:

*Pudding Lassiter*

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PUDDING LASSIER, CHAIR