

MICHAEL P. VICTORINO
Mayor



DAVID J. UNDERWOOD
Director
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COUNTY OF MAUI
DEPARTMENT OF PERSONNEL SERVICES OFFICE OF THE
200 S. HIGH STREET * WAILUKU, MAUI, HAWAII 96793-2155 COUNTY COUNCIL
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Website: www.mauicounty.gov/departments/Personnel • Email: personnel.services@mauicounty.gov

April 8, 2019

Ms. Michele M. Yoshimura *MJY*
Budget Director, County of Maui
200 South High Street
Wailuku, Hawaii 96793

APPROVED FOR TRANSMITTAL

Honorable Michael P. Victorino
Mayor, County of Maui
200 South High Street
Wailuku, Hawaii 96793

Michael P Victorino 4/8/19
Mayor Date

For Transmittal to:
Honorable Keani Rawlins-Fernandez
Chair, Economic Development & Budget Committee
Maui County Council
200 South High Street
Wailuku, Hawaii 96793

Dear Chair Rawlins-Fernandez:

SUBJECT" FISCAL YEAR ("FY") 2020 BUDGET (PS-6) (EDB-1)

We are in receipt of your communication (PS-6) (EDB-1), which requests:

May I please request you respond to the following:

According to the U.S. Bureau of Labor Statistics: "Since 2004, the women's-to-men ratio has remained in the 80 to 83 percent range." Source: Highlights of women's earnings in 2017, Report 1075, August 2018.

In its February 26, 2019 pre-budget presentation, the Department noted its commitment to "maintaining equitable employment policies." What mechanisms are in place to ensure that women and men receive equal pay for the same positions and classifications? Please provide a statistical overview of median weekly earnings of County-employed full-time wage and salary workers by sex, including total number of male and female employees in the data set and percentage difference in average pay.

Honorable Keani Rawlins-Fernandez

April 8, 2019

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As a public employer, there are several mechanisms which serve to ensure women and men receive the same pay for the same positions and classifications. First, we are required to assign all civil service positions to a job classification and salary range based on their assigned duties. Second, we are required to negotiate wage rates for the salary range with the appropriate union. These negotiations set the entry salary and rates for any subsequent seniority steps. Third, managers must hire into these positions in accordance with the civil service recruiting procedures and collective bargaining. These stipulate the step salary rate at which an employee is hired.

The net result of these factors is that hiring managers do not have discretion to set the rate at which employees are compensated. For example, Bargaining Unit 01 has a single rate for each level on the salary schedule. Therefore, all Park Caretaker I positions will receive the identical rate of pay regardless of the employee's gender or years of experience. While other bargaining units have various steps on their salary schedules, these steps mandate a rate of pay based on years of service in the bargaining unit. Thus an employee hired as a Clerk III will enter on the initial step, and move along the steps of the salary range based on length of service, regardless of gender.

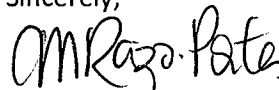
There are small number of civil service positions where initial hire is permitted above the entry step, but this is only allowed when we are having difficulty in recruiting sufficient candidates at the entry step, and this must be approved in advance by the Director of Personnel Services.

There is a relatively small percentage of positions outside of civil service where the above does not apply. Of those, most have only a single rate of pay (e.g., elected and appointed officials and seasonal/casual hourly employees) or are required to be compensated within a range set by collective bargaining or ordinance.

With regard to your query regarding weekly average earnings, we regret to inform you that we cannot provide that data at this time. We do not have access to earnings data, as that is maintained by the Payroll Section of the Department of Finance. While we will have access to this data in the new Workday system, which integrates HR and payroll, earnings data will not be available in Workday until payroll has been processed/issued from that system.

I hope this addresses your request. If you have any questions, please feel free to contact me at extension 7850.

Sincerely,


FOR DAVID J. UNDERWOOD
Director of Personnel Services

crp