

Aloha and good evening, Council Members. My name is Jacky Takakura and I am here on my own accord.

As you are probably aware, the County of Maui Salary Commission recently received a classification and compensation study for directors and deputies, conducted by consultant MGT. The study is available [here](#). I am here to ask for funding for the same study to be conducted for bargaining unit 3, 4 and 13 positions.

Ideally, this study would be conducted by Department of Personnel Services. If you refer to page 625 of the mayor's proposed budget, services provided by DPS include, "maintains a standardized, equitable classification plan that supports employee career development; provides and monitors a competitive and equitable compensation system within statutory and negotiated framework to enable the county to hire and retain qualified employees."

Key words here are, "provides and monitors a competitive and equitable compensation system."

I ask that DPS be given funding to carry out that service, so they can hire MGT consultants to take the next step with their study, which is to apply the parameters of the study to staff positions.

If that is not feasible, an alternative would be to provide funding for the Department of Planning to conduct the study for its BU 3, 4 and 13 positions.

As stated in the study for directors and deputies, the purpose of the classification and compensation study is twofold. First, it establishes internal equity (ranking) among employees across departments in the county. Second (and most important), it assures external equity and competitiveness by comparing the compensation of county of Maui employees against market data.

The MGT study already set up the framework for further analyses; the next step would be to apply those parameters to staff positions.

I would like to point out the salary schedule for Engineers was recently increased. Other positions should be reviewed too, and increased as appropriate.

The county will continue to struggle to fill positions if salaries are not competitive, and we will continue to lose bright, young local people to mainland jobs. With this in mind, I respectfully request funding for the county, either DPS or Department of Planning where I work, to conduct a study to classify and compensate staff positions competitively and equitably. Thank you.