

MINUTES OF THE REGULAR MEETING
OF THE
CIVIL SERVICE COMMISSION
COUNTY OF MAUI
WAILUKU, MAUI, HAWAII

DATE: Wednesday, July 5, 2018

TIME: 9:00 a.m.

PLACE: Department of Personnel Services' Conference Room
Kalana O Maui (County Building), Room 629
200 South High Street
Wailuku, Maui, HI 96793

PRESENT: Commissioners:
Yarrow L. Flower, Chair
Linda Fujitani, Member
Patrice Matsumoto, Member
Marcus Merchasin, Member

Staff:
David Underwood, Director of Personnel Services
Cindy Sasada, Private Secretary

Other:
Mimi Desjardins, Deputy Corporation Counsel

EXCUSED: Sharon Suzuki, Vice-Chair

CALL TO ORDER:

The regular meeting of the Civil Service Commission was called to order at 9:03 a.m. by Chair Flower. In accordance with Chapter 92 of the Hawaii Revised Statutes, public notice of the meeting was filed with the County Clerk on June 28, 2018 and the agenda was posted on the bulletin boards of the Department of Personnel Services and on the Internet at www.mauicounty.gov.

ROLL CALL:

Roll call recorded Chair Flower, and Commission members Fujitani, Matsumoto, and Merchasin present. Vice-Chair Suzuki was excused.

The Chair also recognized the presence of Director David Underwood, Cindy Sasada, and Deputy Corporation Counsel Mimi Desjardins.

PUBLIC TESTIMONY: None.

MINUTES: It was moved by Commissioner Fujitani, seconded by Commissioner Matsumoto and carried unanimously to approve the minutes of the regular meeting of June 6, 2018.

DIRECTOR'S MONTHLY REPORT:

A. HR and Payroll Systems Update

Director Underwood stated the HR/Payroll project is currently in the end-to-end testing phase. We built a copy of a software with actual employee data. We will take the actual employees and run them through actual transactions to make sure the HR and Payroll systems work as a unit.

B. Update on Collective Bargaining

- (1) UPW Bargaining Unit 01 (blue collar employees)
- (2) HGEA Bargaining Unit 02 (blue collar supervisors), BU 03 (white collar non-supervisory employees), BU 04 (white collar supervisors), BU 13 (professional and scientific employees), and BU 14 (county water safety officers and state law enforcement officers)
- (3) HFFA Bargaining Unit 11 (fire fighters)
- (4) SHOPO Bargaining Unit 12 (police officers)

Director Underwood recapped the status of union negotiations. BU 01 is in contract through 2021. There is, however, an inquiry about contracting out bargaining work. As requested, we provided the union with every contract and purchase order for the fiscal year. HGEA bargaining units are in contract until 2019. Proposals were exchanged and the parties are scheduled to meet next week. BU 11 filed for impasse and a meeting is scheduled for next week to discuss the timeline regarding the binding arbitration proceedings. SHOPO is in contract through 2021.

Director Underwood reported that on June 26, 2018, the U.S. Supreme Court issued its decision in *Janus v AFSCME*. Currently, Hawaii is an agency state, which means if you work for any public jurisdictions, you do not have to join public sector unions. However, if you do not join the union, an agency fee equivalent to the dues is deducted from a non-member employee. The Supreme Court ruled that it is a violation of the member's First Amendment rights to free speech to take agency fees from a non-member. The County can continue to deduct dues from union members; however, can no longer deduct agency fees from non-members. For new employees, no fees should be deducted until the County is informed that the employee has become a union member.

C. Proposed Supplemental Agreement for Clerical Employees

Director Underwood informed the Commission that the Mayor has proposed a supplemental agreement with HGEA to set a minimum pay for employees in bargaining units 03 and 04, whose pay is less than \$3,031 per month. The supplemental agreement only applies to Maui County and is subject to the appropriation of funds by the Maui County Council. The estimated cost is approximately \$2.1 million.

SCHEDULE NEXT MEETING DATE and DISCUSS NEXT MEETING BUSINESS:

The next regular meeting will be held on Wednesday, August 1, at 9:00 a.m. in the

Department of Personnel Services' Conference Room.

ADJOURNMENT:

The regular meeting adjourned at 9:23 a.m., and the Commission proceeded into its adjudicatory meeting pursuant to Section 92-6 of the Hawaii Revised Statutes and Sections 11-102-6 and 11-102-39 of the Rules of the Commission.

Respectfully submitted,



DAVID J. UNDERWOOD
Director of Personnel Services

Approved by the Civil Service Commission at its regular meeting held on the 1st day of August, 2018.



YARROW L. FLOWER
Chairperson