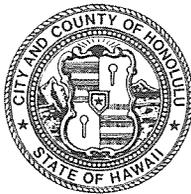


POLICE DEPARTMENT
CITY AND COUNTY OF HONOLULU

801 SOUTH BERETANIA STREET · HONOLULU, HAWAII 96813
TELEPHONE: (808) 529-3111 · INTERNET: www.honolulu-pd.org



PETER B. CARLISLE
MAYOR

OUR REFERENCE KI-PT

February 9, 2011

Mr. David Akina, Chair
Salary Commission
City and County of Honolulu
530 South King Street, Second Floor
Honolulu, Hawaii 96813

Dear Mr. Akina:

I am writing to provide you with information regarding the compensation levels for the chief and two deputy chiefs of the Honolulu Police Department (HPD) and to propose reasonable adjustments based on job requirements and responsibilities.

The current compensation rates are listed in the table below with a comparison of a subordinate position of assistant chief:

Position	Earnings
Chief	\$136,236
Deputy Chief (2)	129,936
Assistant Chief (6)	144,312

The chief and deputy chiefs of the HPD are high-level city administrators with complex duties and responsibilities. Honolulu is the 12th largest city in the United States, and the HPD ranks as the 18th largest department in the nation. Consequently, the HPD is regularly tasked with large-scale, multifaceted events of national and international significance. Some examples are the Asian Development Bank, Asia-Pacific Economic Cooperation (APEC) conference, and regular visits by the president of the United States and other dignitaries.

Like our counterparts at the Honolulu Fire Department, HPD administrators reach their positions only after years of training and working up through the ranks, in contrast to appointed positions reached by other directors and deputy directors.

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Mr. David Akina, Chair
 Page 2
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Figure 1 below shows the compensation rates of the department heads, deputies, and assistants from comparable mainland agencies. Figure 2 compares Honolulu's salaries and demographics to the neighboring counties in the state.

Fig. 1

City	Chief's Salary	Second in Command	Third in Command	Annual Budget	Population	Authorized Sworn Officers
San Francisco	\$292,630	\$269,776	\$249,782	\$446,000,000	843,402	2,588
San Jose*	221,654	210,000	194,001	300,000,000	1,006,892	1,356
San Diego*	206,693	160,589	159,456	345,772,199	1,250,000	1,852

*Figures from 2010 response.

Fig. 2

County	Chief's Salary	Deputy Chief	Assistant Chief	Annual Budget	Population	Authorized Sworn Officers
Maui	\$135,000	\$128,250	\$115,536	\$46,000,000	145,157	338
Hawaii	114,768	109,296	123,624	52,968,762	177,835	720
Kauai	107,335	98,748	112,392	22,606,500	63,004	150
Honolulu	136,236	129,936	144,312	237,068,387	909,863	2,134

These tables illustrate the untenable situation faced by our department's administration on three levels. First, the Honolulu's police chief and deputy chiefs are compensated at rates lower than their own subordinate assistant chiefs. Secondly, the three are compensated at rates considerably lower than their mainland counterparts from cities with similar demographics. Finally, their base salaries are disproportionate with those of the police chiefs and deputy chiefs from other counties within the state, particularly when you consider the department's size and size of the population served. Additionally, many of these police chiefs and deputy chiefs from the neighboring counties were recently afforded an increased compensation from their respective salary commissions.

I am proposing restoration to appropriate compensation levels by setting the compensation rate for deputy chief at 10 percent above the top of the pay range for assistant chief and setting the compensation rate for chief at 10 percent above the rate for deputy chief. We support similar adjustments for the chief and deputy chief of the Honolulu Fire Department.

Your favorable consideration in this matter is greatly appreciated. Should you have any questions or require further information, please call me at 529-3162.

Sincerely,


 LOUIS M. KEALONA
 Chief of Police