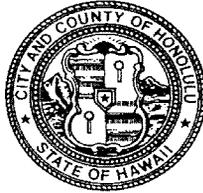


DEPARTMENT OF HUMAN RESOURCES
CITY AND COUNTY OF HONOLULU
650 SOUTH KING STREET 10TH FLOOR • HONOLULU, HAWAII 96813
TELEPHONE: (808) 768-8500 • FAX: (808) 768-5563 • INTERNET: www.honolulu.gov/hr

KIRK CALDWELL
MAYOR



CAROLEE C. KUBO
DIRECTOR
NOEL T. ONO
ASSISTANT DIRECTOR

March 22, 2013

The Honorable Ann H. Kobayashi, Chair
and Members of the Budget Committee
Honolulu City Council
530 South King Street, Room 202
Honolulu, Hawaii 96813

RECEIVED
CITY CLERK
C & C OF HONOLULU
2013 APR -2 PM 3:46

Dear Chair Kobayashi and Councilmembers:

SUBJECT: Salaries for Department Directors

This is response to your telephone call on March 21, 2013, regarding the salaries of the Directors. Please see the following attachments:

1. Letter to Council Chair Ernest Martin from the Salary Commission Chair Jim Donovan dated April 27, 2012. Attached are a proposed Resolution and the Salary Commission's Findings of Fact listing their recommended salary adjustments.
2. City Council Resolution No. 12-122 adopted on May 16, 2012. Please note that the full Council rejected the proposed salary adjustments for the City Council Chair, the Councilmembers, and the Prosecuting Attorney.
3. Attachments A and B reflect the approved salaries of the Elected and Appointed Officials, the Prosecuting Attorney, and the Corporation Counsel effective July 1, 2012. All Cabinet members took a 5% voluntary pay cut except for Police and Fire.

In response to your inquiry regarding the Director position for the Department of Information Technology, it has not been filled and when filled, the person's salary will be in accordance with the Salary Commission ruling.

The Honorable Ann H. Kobayashi, Chair
and Members of the Budget Committee
Page 2

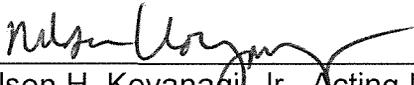
Should you need additional information, please feel free to contact me
at 768-8500.

Sincerely,

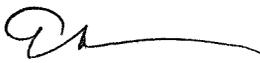

Carolee C. Kubo, Director
Department of Human Resources

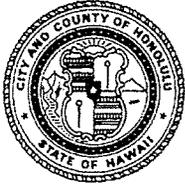
Attachments

APPROVED:


Nelson H. Koyanagi, Jr., Acting Director
Department of Budget and Fiscal Services

APPROVED:


Ember Lee Shinn
Managing Director



Salary Commission

CITY AND COUNTY OF HONOLULU

530 South King Street, Room 202M • Honolulu, Hawaii 96813

Jim Donovan, Chair
Arthur Wong, Vice-Chair
Brian Ahakuelo, Commissioner
Sara Buehler, Commissioner
Lee Donohue, Commissioner
Paul Oshiro, Commissioner
Kevin Sakamoto, Commissioner

RECEIVED
CITY CLERK
C & C OF HONOLULU
2012 APR 27 AM 10: 23

April 27, 2012

The Honorable Ernest Martin, Chair
and Members of the City Council
City and County of Honolulu
Honolulu Hale
Honolulu, Hawaii 96813

RECEIVED
2012 APR 27 A 9: 56
CITY COUNCIL
HONOLULU, HAWAII

Dear Chair Martin and Councilmembers:

Pursuant to the Revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, the Salary Commission hereby submits its 2012 Resolution and Findings of Facts, approved and signed by the Salary Commissioners, relating to the salaries of various elected and appointed officials of the City and County of Honolulu.

The members of the 2012 Salary Commission would like to express their appreciation for your support and confidence.

Sincerely,

Jim Donovan, Chair
Salary Commission
City and County of Honolulu

JD/ck
Attachment

RESOLUTION OF THE 2012 SALARY COMMISSION

APRIL 27, 2012

ESTABLISHING SALARIES AND SALARY SCHEDULES IN ACCORDANCE WITH THE REVISED CHARTER OF THE CITY AND COUNTY OF HONOLULU 1973 (2000 EDITION)

WHEREAS, The Revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, provides for a salary commission which is empowered to establish the salaries of all elected officials, including the mayor, councilmembers and prosecuting attorney, and the following appointed officials: managing director, deputy managing director, department heads, deputy department heads, and band director, and salary schedules for the deputies of the corporation counsel and prosecuting attorney; and

WHEREAS, said Section 3-122 further provides that the salary commission shall convene annually no later than the first day of February, and shall, after public hearing, establish salaries and salary schedules no later than the first day of May subsequent thereto; and

WHEREAS, said Section 3-122 further provides that the salary commission shall set salaries in accordance with the principles of adequate compensation for work performed, and preservation of a sensible relationship with the salaries of other city employees; and

WHEREAS, said Section 3-122 further provides that any action of the commission altering salaries shall be by resolution accompanied by findings of facts and that said resolution shall be forwarded to the mayor and the council but shall take effect without their concurrence sixty calendar days after its adoption unless rejected by a three-quarters vote of the council's entire membership; and

WHEREAS, the commission has this day adopted findings of facts which are attached hereto and incorporated herein by reference; now, therefore,

BE IT RESOLVED by the 2012 Salary Commission of the City and County of Honolulu

1. That the salaries of all elected officials including Council Chair, Councilmembers, and Prosecuting Attorney, but excluding the Mayor (by his request), shall be increased by 3%, and the salaries shall be as follows:

Council Chair	\$60,354
Councilmembers	\$54,019
Prosecuting Attorney	\$133,191

2. That the salaries of the following appointed officials shall be increased by 3%, and the salaries shall be as follows:

Managing Director	\$130,534
Deputy Managing Director	\$123,724
First Deputy Prosecuting Attorney	\$122,957
Department Heads (except the Medical Examiner, Royal Hawaiian Band Director, Police and Fire Chiefs)	\$121,894
Deputy Department Heads (except the Deputy Medical Examiner and Police and Fire Deputy Chiefs)	\$115,677

3. That the salary of the Chief of Police shall be increased by 5.5%, and the salary shall be as follows:

Police Chief	\$143,729
--------------	-----------

4. That the salaries of the Deputy Police Chiefs shall be increased by 5.5%, and the salaries shall be as follows:

Deputy Police Chiefs	\$137,082
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5. That the salary of the Fire Chief shall be increased by 4%, and the salary shall be as follows:

Fire Chief	\$141,685
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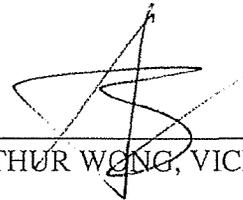
6. That the salary of the Deputy Fire Chief shall be increased by 4%, and the salary shall be as follows:

Deputy Fire Chief	\$135,133
-------------------	-----------

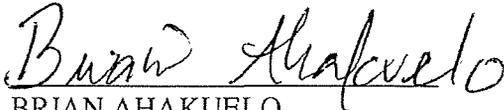
IN WITNESS WHEREOF, the undersigned members of the 2012 Salary Commission have signed this Resolution as of 27th April 2012, and transmitted it together with their findings of facts attached hereto to the Council of the City and County of Honolulu this 27th day of April 2012.



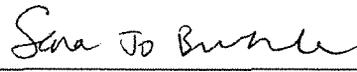
JIM DONOVAN, CHAIR



ARTHUR WONG, VICE-CHAIR



BRIAN AHAKUELO



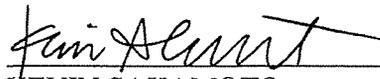
SARA BUEHLER



LEE DONOHUE



PAUL OSHIRO



KEVIN SAKAMOTO

FINDINGS OF FACTS BY THE 2012 SALARY COMMISSION

APRIL 27, 2012

Pursuant to the Revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, the 2012 Salary Commission hereby makes the following findings of facts in support of its decision to establish the salaries of various elected and appointed officials of the City and County of Honolulu:

1. The 2012 Salary Commission has publicly solicited testimonies regarding salaries of the City and County of Honolulu's elected officials and the following appointed officials: managing director, deputy managing director, department heads, deputy department heads, and band director, and salary schedules for the deputies of the corporation counsel and prosecuting attorney, and now makes its final recommendations.
2. The 2012 Salary Commission finds that an inversion of salaries exists between department and deputy department heads and the highest paid subordinate in the department, where the salaries of certain subordinates are higher than the department and deputy department heads, including Police and Fire Chiefs and their Deputy Chiefs.
3. The 2012 Salary Commission created a permitted interactive group or "ad hoc committee" pursuant to Hawaii Revised Statutes Section 92-2.5 on January 27, 2012; the ad hoc committee provided its recommendations on March 14, 2012; and on March 27, 2012, the Salary Commission conducted its deliberations and decisionmaking on the ad hoc committee's recommendations.
4. In the Public Hearing held on April 18, 2012, the 2012 Salary Commission voted to recommend the following salary increases, in accordance with the principles of adequate compensation for work performed, and preservation of a sensible relationship with the salaries of other city employees, and based on testimonies provided at the Salary Commission public meetings:
 - A. A 3% increase for the salaries of all elected officials, including the City Council Chair, City Councilmembers, Prosecuting Attorney, but excluding the Mayor (by his request), as follows:

Council Chair	\$60,354
Councilmembers	\$54,019
Prosecuting Attorney	\$133,191

- B. A 3% increase for the salaries of the following appointed officials: Managing Director, Deputy Managing Director, Department Heads and Deputy Department Heads, but excluding the Medical Examiner, Deputy Medical Examiner, the Royal Hawaiian Band Director, the Police and Fire Chiefs and their Deputy Chiefs, as follows:

Managing Director	\$130,534
Deputy Managing Director	\$123,724
First Deputy Prosecuting Attorney	\$122,957
Department Heads (except the Medical Examiner, Royal Hawaiian Band Director, Police and Fire Chiefs)	\$121,894
Deputy Department Heads (except the Deputy Medical Examiner and Police and Fire Deputy Chiefs)	\$115,677

- C. A 5.5% increase for the salaries of the Chief of Police and Deputy Police Chiefs, as follows:

Police Chief	\$143,729
Deputy Police Chiefs	\$137,082

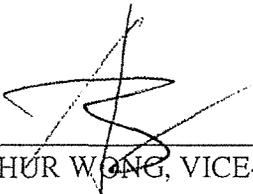
- D. A 4% increase for the salaries of the Fire Chief and Deputy Fire Chief, as follows:

Fire Chief	\$141,685
Deputy Fire Chief	\$135,133

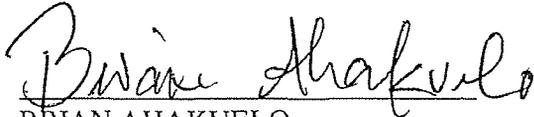
The above findings of facts shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the Council of the City and County of Honolulu this 27th day of April 2012.



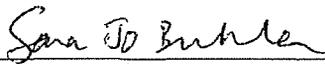
JIM DONOVAN, CHAIR



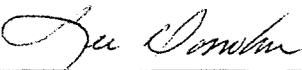
ARTHUR WONG, VICE-CHAIR



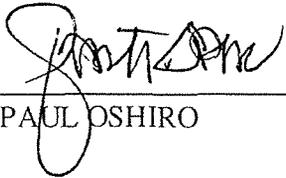
BRIAN AHAKUELO



SARA BUEHLER



LEE DONOHUE



PAUL OSHIRO



KEVIN SAKAMOTO



RESOLUTION

RELATING TO THE SALARIES AND SALARY SCHEDULES OF CERTAIN CITY OFFICERS.

WHEREAS, Section 3-122 of the Revised City Charter creates a Salary Commission ("Commission") to annually review and establish:

- (1) The salaries of all elected officials, including the mayor, councilmembers, and the prosecuting attorney, and the salaries of the managing director, deputy managing director, department head, deputy department head, and band director;
- (2) The salary schedules for deputies of the prosecuting attorney and corporation counsel;

and

WHEREAS, the Commission is required to reach a decision on the above salaries and salary schedules by May 1st of each year; and

WHEREAS, if the Commission alters the salaries and salary schedules, it must do so by resolution accompanied by findings of fact; and

WHEREAS, the 2012 Salary Commission has submitted, through Council Communication 141 (2012), a resolution adopted by the Commission on April 27, 2012, and findings of fact to increase the salaries and salary schedules for certain city officers including the following: (1) Council Chair; (2) Councilmembers; and (3) Prosecuting Attorney; and

WHEREAS, the salaries and salary schedules in the resolution will take effect from the first day of the fiscal year subsequent to their adoption by the Commission, unless the Council rejects the resolution or the applicable portion of it by a vote of three-quarters of its entire membership within 60 days of the resolution's adoption; and

WHEREAS, the Council concludes that salary increases for the Council Chair, Councilmembers and the Prosecuting Attorney are unaffordable by the city and consequently should be rejected; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that this body, by at least a three-quarters vote of its entire membership, rejects the portion of the resolution of the 2012 Salary Commission submitted under Council Communication



RESOLUTION

141 (2012) that would increase the salaries of the Council Chair, Councilmembers and the Prosecuting Attorney; and

BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Council Chair, Prosecuting Attorney, Director of Human Resources, and Chair of the 2012 Salary Commission.

INTRODUCED BY:

[Handwritten signature]

DATE OF INTRODUCTION:

MAY 16 2012
Honolulu, Hawaii

Councilmembers

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII
CERTIFICATE

RESOLUTION 12-122

Introduced: 05/16/12 By: ERNEST MARTIN

Committee: LEGISLATIVE MATTERS

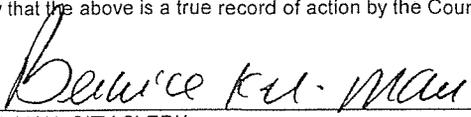
Title: RESOLUTION RELATING TO THE SALARIES AND SALARY SCHEDULES OF CERTAIN CITY OFFICERS.

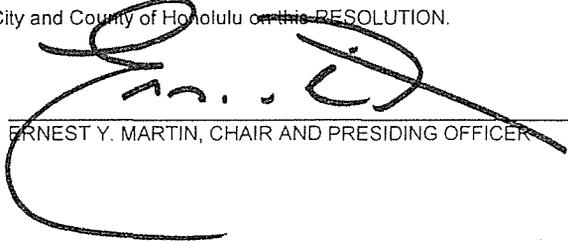
Links: [RES12-122](#)
[CR-197](#)

Voting Legend: Y= Aye, Y* = Aye w/Reservations, N = No, A = Absent, ABN = Abstain

LEGISLATIVE MATTERS	05/23/12	CR-197 – RESOLUTION REPORTED OUT OF COMMITTEE FOR ADOPTION.							
COUNCIL	06/06/12	CR-197 AND RESOLUTION 12-122 WERE ADOPTED.							
ANDERSON	Y	BERG	Y	CACHOLA	Y	CHANG	Y	GABBARD	Y
GARCIA	Y	HARIMOTO	Y	KOBAYASHI	Y	MARTIN	Y		

I hereby certify that the above is a true record of action by the Council of the City and County of Honolulu on this RESOLUTION.


BERNICE K. N. MAU, CITY CLERK


ERNEST Y. MARTIN, CHAIR AND PRESIDING OFFICER

REPORT OF THE COMMITTEE ON LEGISLATIVE MATTERS

Voting Members:

Ernest Y. Martin, Chair; Ikaika Anderson, Vice-Chair
Tom Berg, Romy M. Cachola, Stanley Chang, Tulsi Gabbard
Nestor R. Garcia, Breene Harimoto, Ann H. Kobayashi

Committee Meeting Held
May 23, 2012

Honorable Ernest Y. Martin
Chair, City Council
City and County of Honolulu

Mr. Chair:

Your Committee on Legislative Matters to which was referred Resolution 12-122 entitled:

"RESOLUTION RELATING TO THE SALARIES AND SALARY SCHEDULES OF CERTAIN CITY OFFICERS,"

reports as follows:

The purpose of this Resolution is to reject the salary increases for the Council Chair, Councilmembers and the Prosecuting Attorney as submitted by the Salary Commission through Council Communication 141 (2012), a resolution adopted by the Commission on April 27, 2012.

Director Noel Ono of the Department of Human Resources responded to members' questions.

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

ADOPTED ON JUN 6 2012

COMMITTEE REPORT NO. 197

REPORT OF THE COMMITTEE ON LEGISLATIVE MATTERS

Voting Members:

Ernest Y. Martin, Chair; Ikaika Anderson, Vice-Chair
Tom Berg, Romy M. Cachola, Stanley Chang, Tulsi Gabbard
Nestor R. Garcia, Breene Harimoto, Ann H. Kobayashi

Committee Meeting Held
May 23, 2012
Page 2

Your Committee on Legislative Matters is in accord with the intent and purpose of Resolution 12-122 and recommends its adoption. (Ayes: Anderson, Berg, Cachola, Chang, Gabbard, Garcia, Harimoto, Kobayashi, Martin - 9; Noes: None.)

Respectfully submitted,



Committee Chair

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

ADOPTED ON JUN 6 2012

COMMITTEE REPORT NO. 197

SALARIES OF ELECTED & APPOINTED OFFICIALS

Effective July 1, 2012

	Annual Salary	Rounded Monthly Salary
Mayor	136,428	11,369
Prosecuting Attorney	129,312	10,776
First Deputy Prosecuting Attorney	122,957	10,246
Council Chair	58,596	4,883
Council Member	52,446	4,371
Managing Director	130,534	10,878
Deputy Managing Director	123,724	10,310
Department Head, except:	121,894	10,158
Police	143,729	11,977
Fire	141,685	11,807
Royal Hawaiian Band	116,088	9,674
Medical Examiner	200,016	16,668
Deputy Department Head, except:	115,677	9,640
Police	137,082	11,424
Fire	135,133	11,261
Medical Examiner	129,168	10,764

**SALARY SCHEDULE
PROSECUTING ATTORNEYS & CORPORATION COUNSEL**

Effective July 1, 2012

	Annual	
	<i>Minimum</i>	<i>Maximum</i>
Prosecuting Attorney	129,312	
First Deputy Prosecuting Attorney	122,957	
Corporation Counsel	121,894	
First Deputy Corporation Counsel	115,677	
Deputy (LS) Corp. Counsel with 0-10 Years of Exp.	55,000	95,000
Deputy (LS) Corp. Counsel with 10+ Years of Exp.	95,000	Salary of Corporation Counsel
Deputy (LS) Prosecuting Attorney	43,248	120,072
Law Clerk	29,423	36,604