

Sara Buehler, Chair  
 Kevin Sakamoto, Vice-Chair  
 Brian Ahakuelo, Commissioner  
 Lee Donohue, Commissioner  
 Paul Oshiro, Commissioner  
 Jeffrey Portnoy, Commissioner

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# Salary Commission

CITY AND COUNTY OF HONOLULU

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

April 29, 2013

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

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 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 2013 Resolution and Findings of Fact, approved and signed by the Salary Commissioners, relating to the salaries of elected and appointed officials of the City and County of Honolulu.

The members of the 2013 Salary Commission would like to express their appreciation for your support and confidence.

Sincerely,

Sara Buehler, Chair  
 Salary Commission  
 City and County of Honolulu

SB/dc  
 Attachment

## FINDINGS OF FACT BY THE 2013 SALARY COMMISSION

APRIL 16, 2013

Pursuant to the Revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, the 2013 Salary Commission hereby makes the following findings of fact in support of its decision to establish the salaries of elected and appointed officials of the City and County of Honolulu:

1. The 2013 Salary Commission has publicly solicited testimonies regarding salaries of the City and County of Honolulu's elected officials and the following appointed officials: mayor, councilmembers, 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 2013 Salary Commission finds that the City has not been able to fill the positions of the Medical Examiner and Deputy Medical Examiner and that more competitive salaries for these positions are required. The Salary Commission also finds that inversion of salaries continues to exist in departments, where the highest paid subordinates' salaries are higher than the department and deputy department heads; however, that the Salary Commission elects to remedy the inversions incrementally over the years.
3. The 2013 Salary Commission created a permitted interactions group ("PIG") pursuant to Hawaii Revised Statutes Section 92-2.5 on January 29, 2013; the PIG provided its recommendations on March 5, 2013; and on March 19, 2013, the Salary Commission conducted its deliberations and decision making on the PIG's recommendations, accepting in part PIG's recommendations.
4. The Salary Commission convened on April 1, 2013 and voted affirmatively on the following proposed salary increases/salaries for elected and appointed officials:
  - Mayor: 4%
  - Councilmembers: 4%
  - Prosecuting Attorney: 4%
  - Managing Director: 4%
  - Deputy Managing Director: 4%
  - Department Heads (except Police and Medical Examiner): 4%
  - Police Chief: 5.5%
  - Medical Examiner: \$250,008 per annum
  - Deputy Department Heads (except Police and Medical Examiner): 4%
  - Deputy Police Chiefs: 5.5%
  - Deputy Medical Examiner: \$200,016 per annum
  - Band Director: 2%

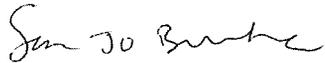
Schedules of salaries of the deputies of Corporation Counsel and  
Prosecuting Attorney: 4%

5. In the Public Hearing held on April 16, 2013, the 2013 Salary Commission voted to establish the following 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 based on testimonies provided at the Salary Commission public meetings:

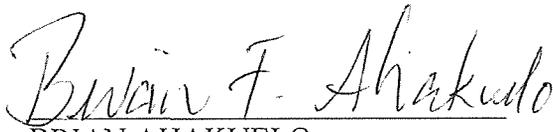
<b>Position</b>	<b>2013 proposed salaries</b>	<b>Percentage increase</b>
Mayor	\$141,888	4.002111%
Council Chair	\$60,936	3.993447%
Councilmember	\$54,552	4.015559%
Prosecuting Attorney	\$134,496	4.008909%
Managing Director	\$135,744	3.991297%
Deputy Managing Director	\$128,664	3.992758%
Department Heads, except Police Chief, Fire Chief, Medical Examiner	\$126,768	3.998556%
Police Chief	\$151,632	5.498542%
Fire Chief	\$147,360	4.005364%
Medical Examiner	\$250,008	
Deputy Department Heads, except Prosecutor's Office, Police, Fire, Medical Examiner	\$120,312	4.006847%
First Deputy Prosecuting Attorney	\$127,872	3.997332%
Deputy Police Chiefs	\$144,624	5.501816%
Deputy Fire Chief	\$140,544	4.004203%
Deputy Medical Examiner	\$200,016	
Band Director	\$118,416	2.005375%
Schedule of salaries of the deputies of the Corporation Counsel:		
Deputies with 0-10 years of experience:	\$57,192- \$98,808;	3.985455% - 4.008421%

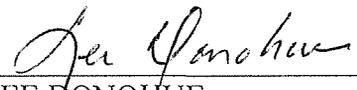
Deputies with 10+ years experience:	\$98,808 – Salary of the Corporation Counsel (Department Head)	4.008421%
Schedule of salaries of the deputies of the Prosecuting Attorney:	\$44,976- \$124,872	3.995561%-3.997601%

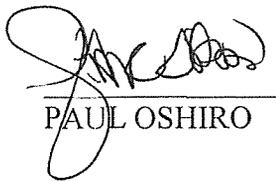
The above findings of fact shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the Council of the City and County of Honolulu this 16<sup>th</sup> day of April 2013.

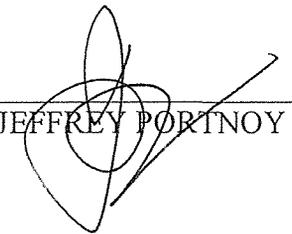
  
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 SARA BUEHLER, CHAIR

  
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 KEVIN SAKAMOTO, VICE-CHAIR

  
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 BRIAN AHAKUELO

  
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 LEE DONOHUE

  
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 PAUL OSHIRO

  
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 JEFFREY PORTNOY

**RESOLUTION OF THE 2013 SALARY COMMISSION**

**APRIL 16, 2013**

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 2013 Salary Commission of the City and County of Honolulu

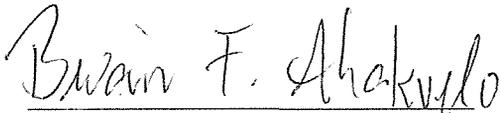
1. That the salaries of all elected officials including the Mayor, Council Chair, Councilmembers, and Prosecuting Attorney, Managing Director, Deputy Managing Director, Department Heads, Deputy Department Heads, Band Director, and salary schedules for the deputies of the corporation counsel and prosecuting attorney, shall be increased by the percentages provided below, and the salaries shall be as follows:

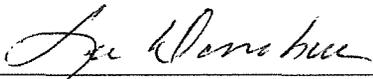
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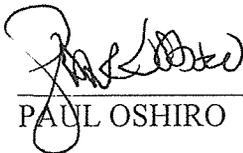
IN WITNESS WHEREOF, the undersigned members of the 2013 Salary Commission have signed this Resolution as of 16<sup>th</sup> April 2013, and transmitted it together with their findings of fact attached hereto to the Council of the City and County of Honolulu this 16<sup>th</sup> day of April 2013.

  
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SARA BUEHLER, CHAIR

  
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KEVIN SAKAMOTO, VICE-CHAIR

  
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BRIAN AHAKUELO

  
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