

POLICE DEPARTMENT
CITY AND COUNTY OF HONOLULU

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



KIRK CALDWELL
MAYOR

OUR REFERENCE MN-VYH

February 4, 2014

Ms. Sara Buehler, Chair
Salary Commission
c/o City Council
530 South King Street, Room 202
Honolulu, Hawaii 96813

Dear Ms. Buehler:

On behalf of the Honolulu Police Department (HPD), I would like to extend our best wishes to you and the members of the Salary Commission. I also wish to extend my thanks for the consideration given to this matter last year.

As the assistant chief of the HPD's Administrative Bureau, which includes both the Human Resources and Finance Divisions, I come before you to seek adjustments to the salaries of the police chief and the deputy police chiefs. The HPD services the City and County of Honolulu, which (by population) is the 12th largest metropolitan area in the United States. The department currently ranks as the 20th largest police department in the United States with all of the attendant issues and complexities of a large police agency.

The last action taken by the Salary Commission applied a 5.5% pay raise to the police chief and the deputy police chiefs. Since then, there have been two iterations of 1.75% increases applied to the salaries of all other sworn officers in the HPD. Additionally, there will be two more increases of 1.75% during the time period under consideration by the Salary Commission. These four pay increases of 1.75% to lower ranking officers will slightly exceed 7 percent due to compounding factors.

With these thoughts in mind, we respectfully request that the salary for the police chief and deputy police chiefs be increased by 5.5%. This is the same rate increase that was applied in FY2013 and FY2014. This percentage will allow the deputy chiefs to approximate the pay rates of the assistance chiefs through the fiscal year 2015.

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NAME	CURRENT	PROPOSED
Police Chief	\$151,632	\$159,972
Deputy Chiefs (2)	\$144,624	\$152,578
Assistant Chiefs (Two presently at the highest level)	\$149,364	Rate effective the end of FY2015 \$154,367

Thank you for your consideration in this matter and the opportunity to present this request.

Sincerely,


MARK M. NAKAGAWA
Assistant Chief
Administrative Bureau