

**OFFICE OF THE MAYOR
CITY AND COUNTY OF HONOLULU**

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KIRK CALDWELL
MAYOR

ROY K. AMEMIYA, JR.
MANAGING DIRECTOR

GEORGETTE T. DEEMER
DEPUTY MANAGING DIRECTOR



January 28, 2020

Mr. Kevin Sakamoto, Chair
and Members
Salary Commission
City and County of Honolulu
530 South King Street, Room 202
Honolulu, Hawaii 96813

Dear Chair Sakamoto and Members:

Thank you for the opportunity to provide input regarding the compensation for Directors and Deputy Directors. I would also like to express my appreciation to you for serving on this commission and for all of the work you do to address this important task of determining fair and equitable compensation for our City Leaders.

Running a City department is very difficult, stressful, and requires a great sacrifice of time. Directors and Deputies are frequently called upon to represent the City Administration before City Council, the media, and at public meetings on the most complex and controversial community matters. The magnitude of their scope of responsibility is enormous and these individuals are required to make decisions that have direct impact on the entire community. We feel very fortunate to have found dedicated individuals who were willing and interested in taking on the vast responsibilities of these positions.

To continue to attract and retain qualified and experienced individuals to assume the immense responsibilities vested with the City's Directors and Deputies, we must be able to offer salaries that are competitive with those that are offered by the private sector and other governmental agencies. In the past, consideration has been given to at least keep pace with the increases granted to excluded managers, whom they oversee, and to limit the effect of inversion with these managers.

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Mr. Kevin Sakamoto, Chair
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January 28, 2020
Page 2

While the compensation package for the City's excluded managers has not yet been determined, it is generally equivalent to that provided to employees included in the Hawaii Government Employees Association (HGEA) Bargaining Unit 13, which represents Professional and Scientific Employees. For the period beginning July 1, 2020, Bargaining Unit 13 employees will receive a 2.03 percent increase to their base pay and, as applicable, a step movement, which is received once every three years and equates to a 4 percent increase. As the Salary Commission makes a recommendation on a yearly basis, this step movement roughly equates to 1.33 percent per year.

Therefore, in recognizing the difficulty of their positions and their broad responsibilities in administering the operations of the City and County of Honolulu, I humbly ask this Commission to consider a 3.5 percent increase to the salaries of the Directors and Deputies. I believe such an increase will recognize their dedicated service to the City and to preserve a sensible relationship with the salaries of the City's excluded managers.

Sincerely,

A handwritten signature in black ink, appearing to read "Kirk Caldwell", written over a horizontal line.

Kirk Caldwell
Mayor