

DEPARTMENT OF HUMAN RESOURCES
CITY AND COUNTY OF HONOLULU

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'20JAN30 PM 3:54 CITY CLERK

KIRK CALDWELL
MAYOR



CAROLEE C. KUBO
DIRECTOR
NOEL T. ONO
ASSISTANT DIRECTOR

January 30, 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:

We are transmitting the attached information for your deliberations.

- Attachment A: Current Salary Schedule for Elected and Appointed Officials of the City and County of Honolulu
- Attachment B: Current Salary Schedule for the Deputy Attorneys assigned to the Departments of the Prosecuting Attorney and Corporation Counsel
- Attachment C: Salaries of Elected and Appointed Officials in Hawaii
- Attachment D: Comparison of City and other County Departments
- Attachment E: Salary History of Selected Elected and Appointed Officers of the City and County of Honolulu
- Attachment E-1: Chart – Selected Elected and Appointed Officers and Excluded Managers
- Attachment F: Comparison of EM 08 Maximum Rate and Department and Deputy Department Heads
- Attachment G: Total Number of Employees and the Salary Rates of Those Which Exceed that of their Director and/or Deputy
- Attachment H: Bargaining Unit Wage Settlements and Excluded Managerial Employee Increases

Mr. Kevin Sakamoto, Chair
and Members
Salary Commission
January 30, 2020
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Attachment I: Consumer Price Index–Urban for the City and County of Honolulu

Attachment I-1: Charts - Consumer Price Index–Urban for the City and County of Honolulu

Attachment I-2: Consumer Price Index–Urban Forecast for the State of Hawaii

Attachment J: Salary Costs – Current and Projected

Should you wish, we will be happy to further elaborate and explain the information provided herein and to provide you with any further information or clarification that may be needed in your deliberations.

Sincerely,



Carolee C. Kubo
Director

Attachments

SALARIES OF ELECTED & APPOINTED OFFICIALS

Effective July 1, 2019

	Annual Salary	Monthly Salary
Mayor	\$186,432	\$15,536
Prosecuting Attorney	\$176,688	\$14,724
First Deputy Prosecuting Attorney	\$168,000	\$14,000
Council Chair	\$76,968	\$6,414
Council Member	\$68,904	\$5,742
Managing Director	\$178,320	\$14,860
Deputy Managing Director	\$169,056	\$14,088
Department Head, except:	\$166,560	\$13,880
Police	\$205,800	\$17,150
Fire	\$199,272	\$16,606
Royal Hawaiian Band	\$146,952	\$12,246
Corporation Counsel	\$171,336	\$14,278
Medical Examiner	\$310,200	\$25,850
Deputy Department Head, except:	\$158,040	\$13,170
Police	\$196,296	\$16,358
Fire	\$190,032	\$15,836
First Deputy Corporation Counsel	\$158,040	\$13,170
Medical Examiner	\$273,024	\$22,752

Reference: Salary Commission Resolution dated April 16, 2019 submitted under Council Communication No. 141 (2019).

**SALARY SCHEDULE
PROSECUTING ATTORNEYS & CORPORATION COUNSEL**

Effective July 1, 2019

	Annual	
	<i>Minimum</i>	<i>Maximum</i>
Prosecuting Attorney	\$176,688	
First Deputy Prosecuting Attorney	\$168,000	
Corporation Counsel	\$171,336	
First Deputy Corporation Counsel	\$158,040	
Deputy (LS) Corp. Counsel	\$75,144	\$166,560
Deputy Prosecuting Attorney	\$59,112	\$164,016

Reference: Salary Commission Resolution dated April 16, 2019 submitted under Council Communication No. 141 (2019).

COMPARISON OF EXECUTIVE PAY RATES FOR STATE AND COUNTIES

	STATE	C&C HONOLULU	HAWAII	MAUI	KAUAI ^{^^}
EFFECTIVE DATES EXCEPT AS NOTED	7/1/2019	7/1/2019	3/1/2018	1/1/2019	7/1/2019
POSITION					
GOVERNOR	\$165,048				
LT. GOVERNOR	\$162,552				
MAYOR		\$186,432	\$162,582	\$151,979	\$142,062
M.D./ADMIN. ASS'T	\$162,552	\$178,320	\$153,612	\$145,768	\$137,022
DEPUTY MANAGING DIRECTOR		\$169,056	\$132,744	\$131,218	
ATTORNEY GENERAL/ PROSECUTING ATTORNEY	\$162,552	\$176,688	\$153,228	\$146,575	\$137,022
1ST DEPUTY AG/P.A.	\$141,420 - \$149,544	\$168,000	\$145,968	\$139,246	\$123,318
DEPUTIES AG, Pros Atty & Corp Counsel		\$75,144 - \$166,560 CORP COUNSEL \$59,112 - \$164,016 PROSECUTING ATTORNEY	\$76,614 - \$137,905	\$87,234 - \$130,877 (eff. 7/1/18)	\$117,912 PA, CC
DEPT. HEADS					
	\$162,552 BUDGET & FINANCE	\$310,200 MEDICAL EXAMINER	\$153,270 POLICE	\$155,736 POLICE, FIRE	\$137,022 POLICE, FIRE, COUNTY ATTORNEY, PUBLIC WKS (incl ENV), WATER
	\$154,812 DAGS, DBEDT, DCCA DHHL, DHRD, DHS, DLIR, DLNR DOA, DOH, DOT, PSD, TAX	\$205,800 POLICE	\$153,228 CORP COUNSEL	\$146,575 CORP COUNSEL	\$128,460 FINANCE, PLANNING, PARKS
		\$199,272 FIRE	\$151,200 FIRE (incl Emergency Medical Services & Ocean Safety)	\$143,409 PUBLIC WORKS ENVIRONMENTAL SERVICES	\$123,318 HOUSING, HUMAN RESOURCES
		\$191,432* WATER (eff. 7/1/19)	\$132,744 ENVIRONMENTAL SERVICES, PLANNING	\$139,961 WATER	\$117,912 ECONOMIC DEV, LIQUOR
		\$171,336 CORP COUNSEL	\$132,726 BUDGET & FINANCE	\$136,405 LIQUOR	
		\$166,560 ALL OTHERS	\$132,582 PUBLIC WORKS	\$135,052 FINANCE	
		\$146,952 ROYAL HAWAIIAN BAND	\$137,214* WATER (eff. 1/1/19)	\$134,654 PLANNING	
			\$128,760 PARKS	\$132,398 PARKS	
			\$128,628 HUMAN RESOURCES	\$131,602 HOUSING & HC	
			\$126,420 INFO TECH, LIQUOR, HOUSING, RESEARCH & DEV	\$131,337 HUMAN RESOURCES	
				\$123,908 TRANSPORTATION	
DEPUTIES	\$141,420 - \$149,544 BUDGET & FINANCE	\$273,024 MEDICAL EXAMINER	\$145,968 POLICE, CORP COUNSEL	\$147,949 POLICE, FIRE	\$123,318 POLICE, FIRE, FINANCE, PARKS, WATER, 1ST DEP CORP COUNSEL, PUBLIC WORKS
	\$134,676 - \$142,416 DAGS, DBEDT, DCCA DHHL, DHRD, DHS, DLIR, DLNR DOA, DOH, DOT, PSD, TAX	\$196,296 POLICE	\$143,640 FIRE (incl Emergency Medical Services & Ocean Safety)	\$139,246 CORP COUNSEL	\$117,912 PLANNING
		\$190,032 FIRE	\$126,420 ENVIRONMENTAL SERVICES, PLANNING	\$129,069 PUBLIC WORKS ENVIRONMENTAL SERVICES	
		\$181,861* WATER (eff. 7/1/19)	\$126,402 BUDGET & FINANCE	\$124,927 WATER	
		\$158,040 ALL OTHERS	\$126,264 PUBLIC WORKS	\$122,764 LIQUOR	
			\$122,628 PARKS, HUMAN RESOURCES	\$121,546 FINANCE	
			\$118,800* WATER (eff. 1/1/18)	\$121,189 PLANNING	
			\$113,778 RESEARCH & DEV	\$119,159 PARKS	
				\$118,442 HOUSING & HC	
				\$118,203 HUMAN RESOURCES	
				\$111,517 TRANSPORTATION	
SPEAKER/PRESIDENT MEMBERS HOUSE/SENATE	1/1/2018 \$70,104 \$62,604				
CHAIRPERSON COUNCIL MEMBERS		7/1/2019 \$76,968 \$68,904	3/1/2018 \$77,016 \$70,008	7/1/2013 \$82,225 \$76,475	12/1/2020 \$76,452 \$67,956

*Salary set by Water Board

^{^^} Salaries for the County of Kauai reflect the maximum salary each position may be compensated at. The respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the maximum salary.

COMPARISON OF CITY AND OTHER COUNTY DEPARTMENTS

CITY DEPARTMENTS	COUNTY	CURRENT SALARY	NO. OF EMPLOYEES^(1,2)	OPERATING BUDGET
MAYOR	HONOLULU	\$186,432	6	\$770,676
	HAWAII	\$162,582		
	MAUI	\$151,979		
	KAUAI	\$142,062		
MANAGING DIRECTOR'S OFFICE	HONOLULU	\$178,320	36.50	\$4,019,098
Neighborhood Commission	HONOLULU	*	14	\$759,846
	HAWAII	\$153,612	16	\$1,806,707
	MAUI	\$145,798	62	\$14,222,107
Administrative Assistant	KAUAI	\$142,062	15	\$2,656,013
BUDGET & FISCAL SVCS (incl Liquor Commission)	HONOLULU	\$166,560	377	\$25,497,344
CUSTOMER SERVICES SCH & Motor Veh Regis	HONOLULU	\$166,560	299.50	\$25,180,466
Finance	HAWAII	\$132,726	127	\$13,440,887
Finance	MAUI	\$135,052	176.80	\$14,934,683
Finance	KAUAI	\$128,460	86	\$12,133,066
CORP COUNSEL	HONOLULU	\$171,336	98	\$10,235,709
	HAWAII	\$153,228	25	\$3,169,892
	MAUI	\$146,575	37.50	\$4,261,067
	KAUAI	\$137,022	18	\$2,801,757
COMMUNITY SERVICES	HONOLULU	\$166,560	259	\$115,951,242
Housing	HAWAII	\$126,420	45	\$24,943,752
Housing/Human Concerns	MAUI	\$131,602	150.30	\$68,538,528
Community Assistance**	KAUAI	\$123,318	29	\$49,652,910
DESIGN & CONSTRUCTION	HONOLULU	\$166,560	195	\$17,195,505
FACILITY MAINTENANCE	HONOLULU	\$166,560	809	\$94,809,077
ENVIRONMENTAL SVCS	HONOLULU	\$166,560	1,174	\$294,962,955
Public Works***	HAWAII	\$132,582	354	\$46,336,478
Environmental Mgt	HAWAII	\$132,744	171	\$50,117,515
Public Works	MAUI	\$143,409	291	\$49,431,105
Environmental Mgt	MAUI	\$143,409	242	\$94,086,732
Public Works (incl wastewater; solid waste)	KAUAI	\$137,022	268	\$74,299,891
EMERGENCY MANAGEMENT***	HONOLULU	*	15.48	\$1,501,197
FIRE	HONOLULU	\$199,272	1,187.50	\$138,836,385
EMERGENCY SERVICES Ambulance & Ocean Safety	HONOLULU	\$166,560	559.60	\$55,305,808
Fire	HAWAII	\$151,200	442	\$49,217,676
Fire	MAUI	\$155,736	399.50	\$44,860,450
Fire	KAUAI	\$137,022	213	\$33,875,186

COMPARISON OF CITY AND OTHER COUNTY DEPARTMENTS

CITY DEPARTMENTS	COUNTY	CURRENT SALARY	NO. OF EMPLOYEES ^(1,2)	OPERATING BUDGET
HUMAN RESOURCES	HONOLULU	\$166,560	87.88	\$7,187,371
Civil Service	HAWAII	\$128,628	22	\$2,232,234
Personnel Services	MAUI	\$131,337	18	\$1,752,786
Personnel	KAUAI	\$123,318	21	\$2,867,899
INFO & TECHNOLOGY	HONOLULU	\$166,560	154	\$29,244,429
Data Systems	HAWAII	\$126,420	18	\$3,425,388
LAND MANAGEMENT	HONOLULU	\$166,560	28	\$3,223,764
MEDICAL EXAMINER'S	HONOLULU	\$310,200	25	\$2,762,643
PARKS & REC	HONOLULU	\$166,560	1,184.13	\$98,690,659
ENTERPRISE SERVICES				
Zoo, Golf, NBC & Waikiki Shell	HONOLULU	\$166,560	329.70	\$25,658,644
Parks & Rec	HAWAII	\$128,760	321	\$29,929,560
Parks & Rec	MAUI	\$132,398	435.20	\$33,964,381
Parks & Rec	KAUAI	\$128,460	341	\$20,732,164
PLANNING & PERMITTING	HONOLULU	\$166,560	353	\$25,836,902
Planning	HAWAII	\$132,740	58	\$4,954,467
Planning	MAUI	\$134,654	73.50	\$7,606,219
Planning	KAUAI	\$128,460	30	\$3,113,462
POLICE	HONOLULU	\$205,800	2,765	\$301,701,305
Police	HAWAII	\$153,270	528	\$73,597,701
Police	MAUI	\$155,736	550.30	\$67,241,064
Police	KAUAI	\$137,022	236	\$37,725,560
PROS ATTORNEY	HONOLULU	\$176,688	309.50	\$22,917,252
Pros Attorney	HAWAII	\$153,228	106	\$10,844,221
Pros Attorney	MAUI	\$146,575	86.50	\$9,111,218
Pros Attorney	KAUAI	\$137,022	46	\$4,786,334
ROYAL HAWAIIAN BAND⁽³⁾	HONOLULU	\$146,952	41.50	\$2,514,644
TRANSPORTATION SERVICES	HONOLULU	\$166,560	139	\$312,288,511
Transportation	MAUI	\$123,908	8	\$8,166,647

NOTES:

*Salary not set by the Salary Commission

**Includes AEA, Housing, Recreation, Transportation

***New department effective 7/1/07

(1) For the City - total number of employees as of 12/31/19. This number includes permanent, exempt, temporary and personal services contract employees.

(2) For the County of Maui, the number of positions is reflected.

(3) Although the County of Hawaii has a municipal band, it is assigned to their Parks & Recreation department. The Band Director is a civil service employee.

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU**

	Jan-88	Jul-88	Jul-89	Sep-89	Jul-90	Jul-91	Jul-92	Jul-93	Jul-94	Jul-97
MAYOR	\$78,333	\$82,500	\$84,725	\$84,725	\$89,000	\$89,000	\$100,000	\$100,000	\$100,000	\$102,000
\$ increase		\$4,167	\$2,225	-	\$4,275	-	\$11,000	-	-	\$2,000
% increase		5.32%	2.70%	0.00%	5.05%	0.00%	12.36%	0.00%	0.00%	2.00%
PROSECUTING ATTY	\$66,751	\$75,000	\$77,500	\$77,500	\$85,000	\$85,000	\$87,000	\$90,000	\$90,000	\$91,800
\$ increase		\$8,249	\$2,500	-	\$7,500	-	\$2,000	\$3,000	-	\$1,800
% increase		12.36%	3.33%	0.00%	9.68%	0.00%	2.35%	3.45%	0.00%	2.00%
COUNCIL CHAIR	\$31,333	\$40,000	\$42,000	\$42,000	\$42,000	\$42,000	\$45,500	\$45,500	\$45,500	\$46,410
\$ increase		\$8,667	\$2,000	-	-	-	\$3,500	-	-	\$910
% increase		27.66%	5.00%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	2.00%
COUNCIL MEMBER	\$27,573	\$33,000	\$35,000	\$35,000	\$35,000	\$35,000	\$38,500	\$38,500	\$38,500	\$39,270
\$ increase		\$5,427	\$2,000	-	-	-	\$3,500	-	-	\$770
% increase		19.68%	6.06%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	2.00%
MANAGING DIR.	\$74,416	\$74,416	\$74,416	\$80,488	\$84,550	\$84,550	\$84,550	\$95,000	\$95,000	\$96,900
\$ increase		-	-	\$6,072	\$4,062	-	-	\$10,450	-	\$1,900
% increase		0.00%	0.00%	8.16%	5.05%	0.00%	0.00%	12.36%	0.00%	2.00%
DEPUTY MD	\$70,696	\$70,696	\$70,696	\$76,463	\$76,463	\$80,322	\$80,322	\$90,250	\$90,250	\$92,055
\$ increase		-	-	\$5,767	-	\$3,859	-	\$9,928	-	\$1,805
% increase		0.00%	0.00%	8.16%	0.00%	5.05%	0.00%	12.36%	0.00%	2.00%
DEPARTMENT HEAD	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
POLICE⁽²⁾⁽⁷⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
FIRE⁽²⁾⁽⁷⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
MEDICAL EXAMINER⁽⁵⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
BAND⁽³⁾⁽⁴⁾	\$50,063	\$50,063	\$50,063	\$54,329	\$57,071	\$57,071	\$57,071	\$62,772	\$62,772	\$63,976
\$ increase		-	-	\$4,266	\$2,742	-	-	\$5,701	-	\$1,204
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	1.92%
DEPUTY DEPT HEAD	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
POLICE⁽²⁾⁽⁷⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
FIRE⁽²⁾⁽⁷⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
DEPUTY MED EXAM⁽⁶⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
DIRECTOR OF DIC⁽¹⁾	\$53,401	\$53,401	\$53,401	\$57,951	\$57,951	\$60,876	\$60,876	\$66,960	\$75,500	\$77,010
DIRECTOR OF MRRC⁽¹⁾	\$50,063	\$50,063	\$50,063	\$54,329	\$57,071	\$57,071	\$57,071	\$62,772	\$62,772	\$63,976

(1) As a result of the 1998 City-wide reorganization, the organizational units under these directors were absorbed by the new Department of Customer Services.

(2) The 2000 Salary Commission established a two-tiered level of compensation for department & deputy department heads by separating Police & Fire

(3) The 2001 Salary Commission recognized the Director of Royal Hawaiian Band as a department head

(4) The 2008 Salary Commission set the Director of Royal Hawaiian Band's salary less than other department heads; thereby creating a three-tiered level of compensation for department heads

(5) The 2010 Salary Commission granted the Medical Examiner a 30% salary differential over department heads; thereby creating a four-tiered level of compensation for department heads

(6) The 2011 Salary Commission increased the Deputy Medical Examiner's salary; thereby establishing a three-tiered level of compensation for deputy

(7) The 2012 Salary Commission established a five-tiered level of compensation for department heads and a four-tiered level of compensation for deputy department heads (by setting different salary rates for Police & Fire)

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU (Cont.)**

	Jul-00	Jul-01	Jul-02	Jul-03	Jul-04	Jul-05	Jul-06	Jul-07	Jul-08	Jul-09
MAYOR	\$110,000	\$112,200	\$112,200	\$112,200	\$112,200	\$116,688	\$122,000	\$128,100	\$136,428	\$136,428
\$ increase	\$8,000	\$2,200	-	-	-	\$4,488	\$5,312	\$6,100	\$8,328	-
% increase	7.84%	2.00%	0.00%	0.00%	0.00%	4.00%	4.55%	5.00%	6.50%	0.00%
PROSECUTING ATTY	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$118,635	\$129,312	\$129,312
\$ increase	\$3,200	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$10,785	\$10,677	-
% increase	3.49%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	10.00%	9.00%	0.00%
COUNCIL CHAIR	\$47,500	\$48,450	\$48,450	\$48,450	\$48,450	\$50,388	\$52,400	\$55,020	\$58,596	\$58,596
\$ increase	\$1,090	\$950	-	-	-	\$1,938	\$2,012	\$2,620	\$3,576	-
% increase	2.35%	2.00%	0.00%	0.00%	0.00%	4.00%	3.99%	5.00%	6.50%	0.00%
COUNCIL MEMBER	\$42,500	\$43,350	\$43,350	\$43,350	\$43,350	\$45,084	\$46,900	\$49,245	\$52,446	\$52,446
\$ increase	\$3,230	\$850	-	-	-	\$1,734	\$1,816	\$2,345	\$3,201	-
% increase	8.23%	2.00%	0.00%	0.00%	0.00%	4.00%	4.03%	5.00%	6.50%	0.00%
MANAGING DIR.	\$105,000	\$107,100	\$107,100	\$107,100	\$107,100	\$111,384	\$115,500	\$120,699	\$126,732	\$126,732
\$ increase	\$8,100	\$2,100	-	-	-	\$4,284	\$4,116	\$5,199	\$6,033	-
% increase	8.36%	2.00%	0.00%	0.00%	0.00%	4.00%	3.70%	4.50%	5.00%	0.00%
DEPUTY MD	\$100,000	\$102,000	\$102,000	\$102,000	\$102,000	\$106,080	\$109,470	\$114,396	\$120,120	\$120,120
\$ increase	\$7,945	\$2,000	-	-	-	\$4,080	\$3,390	\$4,926	\$5,724	-
% increase	8.63%	2.00%	0.00%	0.00%	0.00%	4.00%	3.20%	4.50%	5.00%	0.00%
DEPARTMENT HEAD	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$118,344	\$118,344
\$ increase	\$9,626	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$5,640	-
% increase	11.28%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	5.00%	0.00%
POLICE⁽²⁾⁽⁷⁾	\$98,000	\$99,960	\$104,958	\$110,206	\$110,206	\$114,624	\$119,000	\$126,141	\$136,236	\$136,236
\$ increase	\$12,626	\$1,960	\$4,998	\$5,248	-	\$4,418	\$4,376	\$7,141	\$10,095	-
% increase	14.79%	2.00%	5.00%	5.00%	0.00%	4.01%	3.82%	6.00%	8.00%	0.00%
FIRE⁽²⁾⁽⁷⁾	\$98,000	\$99,960	\$104,958	\$110,206	\$110,206	\$114,624	\$119,000	\$126,141	\$136,236	\$136,236
\$ increase	\$12,626	\$1,960	\$4,998	\$5,248	-	\$4,418	\$4,376	\$7,141	\$10,095	-
% increase	14.79%	2.00%	5.00%	5.00%	0.00%	4.01%	3.82%	6.00%	8.00%	0.00%
MEDICAL EXAMINER⁽⁵⁾	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$118,344	\$118,344
\$ increase	\$9,626	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$5,640	-
% increase	11.28%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	5.00%	0.00%
BAND⁽³⁾⁽⁴⁾	\$70,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$116,088	\$116,088
\$ increase	\$6,024	\$26,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$3,384	-
% increase	9.42%	38.43%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	3.00%	0.00%
DEPUTY DEPT HEAD	\$90,000	\$91,800	\$94,554	\$94,554	\$94,554	\$98,340	\$102,350	\$106,956	\$112,308	\$112,308
\$ increase	\$8,898	\$1,800	\$2,754	-	-	\$3,786	\$4,010	\$4,606	\$5,352	-
% increase	10.97%	2.00%	3.00%	0.00%	0.00%	4.00%	4.08%	4.50%	5.00%	0.00%
POLICE⁽²⁾⁽⁷⁾	\$93,000	\$94,860	\$99,603	\$104,583	\$104,583	\$108,768	\$113,500	\$120,312	\$129,936	\$129,936
\$ increase	\$11,898	\$1,860	\$4,743	\$4,980	-	\$4,185	\$4,732	\$6,812	\$9,624	-
% increase	14.67%	2.00%	5.00%	5.00%	0.00%	4.00%	4.35%	6.00%	8.00%	0.00%
FIRE⁽²⁾⁽⁷⁾	\$93,000	\$94,860	\$99,603	\$104,583	\$104,583	\$108,768	\$113,500	\$120,312	\$129,936	\$129,936
\$ increase	\$11,898	\$1,860	\$4,743	\$4,980	-	\$4,185	\$4,732	\$6,812	\$9,624	-
% increase	14.67%	2.00%	5.00%	5.00%	0.00%	4.00%	4.35%	6.00%	8.00%	0.00%
DEPUTY MED EXAM⁽⁶⁾	\$90,000	\$91,800	\$94,554	\$94,554	\$94,554	\$98,340	\$102,350	\$106,956	\$112,308	\$112,308
\$ increase	\$8,898	\$1,800	\$2,754	-	-	\$3,786	\$4,010	\$4,606	\$5,352	-
% increase	10.97%	2.00%	3.00%	0.00%	0.00%	4.00%	4.08%	4.50%	5.00%	0.00%
DIRECTOR OF OIG⁽¹⁾										
DIRECTOR OF MRRC⁽¹⁾										

- (1) As a result of the 1998 City-wide reorganization, the organizational units under these directors were absorbed by the new Department of Customer Services.
(2) The 2000 Salary Commission established a two-tiered level of compensation for department & deputy department heads by separating Police & Fire
(3) The 2001 Salary Commission recognized the Director of Royal Hawaiian Band as a department head
(4) The 2008 Salary Commission set the Director of Royal Hawaiian Band's salary less than other department heads; thereby creating a three-tiered level of compensation for department heads
(5) The 2010 Salary Commission granted the Medical Examiner a 30% salary differential over department heads; thereby creating a four-tiered level of compensation for department heads
(6) The 2011 Salary Commission increased the Deputy Medical Examiner's salary; thereby establishing a three-tiered level of compensation for deputy department heads
(7) The 2012 Salary Commission established a five-tiered level of compensation for department heads and a four-tiered level of compensation for deputy department heads (by setting different salary rates for Police & Fire)

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU (Cont.)**

	Jul-10	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15	Jul-16	Jul-17	Jul-18	Jul-19
MAYOR	\$136,428	\$136,428	\$136,428	\$141,888	\$153,240	\$157,080	\$164,928	\$173,184	\$180,120	186,432
\$ increase	-	-	-	\$5,460	\$11,352	\$3,840	\$7,848	\$8,256	\$6,936	\$6,312
% increase	0.00%	0.00%	0.00%	4.00%	8.00%	2.51%	5.00%	5.01%	4.00%	3.50%
PROSECUTING ATTY	\$129,312	\$129,312	\$129,312	\$134,496	\$145,248	\$148,872	\$156,312	\$164,136	\$170,712	176,688
\$ increase	-	-	-	\$5,184	\$10,752	\$3,624	\$7,440	\$7,824	\$6,576	\$5,976
% increase	0.00%	0.00%	0.00%	4.01%	7.99%	2.50%	5.00%	5.01%	4.01%	3.50%
COUNCIL CHAIR	\$58,596	\$58,596	\$58,596	\$58,596	\$63,288	\$64,872	\$68,112	\$71,520	\$74,376	76,968
\$ increase	-	-	-	-	\$4,692	\$1,584	\$3,240	\$3,408	\$2,856	\$2,592
% increase	0.00%	0.00%	0.00%	0.00%	8.01%	2.50%	4.99%	5.00%	3.99%	3.48%
COUNCIL MEMBER	\$52,446	\$52,446	\$52,446	\$52,446	\$56,640	\$58,056	\$60,960	\$64,008	\$66,576	68,904
\$ increase	-	-	-	-	\$4,194	\$1,416	\$2,904	\$3,048	\$2,568	\$2,328
% increase	0.00%	0.00%	0.00%	0.00%	8.00%	2.50%	5.00%	5.00%	4.01%	3.50%
MANAGING DIR.	\$126,732	\$126,732	\$130,534	\$135,744	\$146,592	\$150,264	\$157,776	\$165,672	\$172,296	178,320
\$ increase	-	-	\$3,802	\$5,210	\$10,848	\$3,672	\$7,512	\$7,896	\$6,624	\$6,024
% increase	0.00%	0.00%	3.00%	3.99%	7.99%	2.50%	5.00%	5.00%	4.00%	3.50%
DEPUTY MD	\$120,120	\$120,120	\$123,724	\$128,664	\$138,960	\$142,440	\$149,568	\$157,056	\$163,344	169,056
\$ increase	-	-	\$3,604	\$4,940	\$10,296	\$3,480	\$7,128	\$7,488	\$6,288	\$5,712
% increase	0.00%	0.00%	3.00%	3.99%	8.00%	2.50%	5.00%	5.01%	4.00%	3.50%
DEPARTMENT HEAD	\$118,344	\$118,344	\$121,894	\$126,768	\$136,920	\$140,352	\$147,360	\$154,728	\$160,920	166,560
\$ increase	-	-	\$3,550	\$4,874	\$10,152	\$3,432	\$7,008	\$7,368	\$6,192	\$5,640
% increase	0.00%	0.00%	3.00%	4.00%	8.01%	2.51%	4.99%	5.00%	4.00%	3.50%
POLICE⁽²⁾⁽⁷⁾	\$136,236	\$136,236	\$143,729	\$151,632	\$164,376	\$173,424	\$182,088	\$191,184	\$198,840	205,800
\$ increase	-	-	\$7,493	\$7,903	\$12,744	\$9,048	\$8,664	\$9,096	\$7,656	\$6,960
% increase	0.00%	0.00%	5.50%	5.50%	8.40%	5.50%	5.00%	5.00%	4.00%	3.50%
FIRE⁽²⁾⁽⁷⁾	\$136,236	\$136,236	\$141,685	\$147,360	\$159,144	\$167,904	\$176,304	\$185,112	\$192,528	199,272
\$ increase	-	-	\$5,449	\$5,675	\$11,784	\$8,760	\$8,400	\$8,808	\$7,416	\$6,744
% increase	0.00%	0.00%	4.00%	4.01%	8.00%	5.50%	5.00%	5.00%	4.01%	3.50%
MEDICAL EXAMINER⁽⁴⁾	\$153,847	\$200,016	\$200,016	\$250,008	\$255,000	\$261,384	\$274,464	\$288,192	\$299,712	310,200
\$ increase	\$35,503	\$46,169	-	\$49,992	\$4,992	\$6,384	\$13,080	\$13,728	\$11,520	\$10,488
% increase	30.00%	30.01%	0.00%	24.99%	2.00%	2.50%	5.00%	5.00%	4.00%	3.50%
BAND⁽³⁾⁽⁴⁾	\$116,088	\$116,088	\$116,088	\$118,416	\$120,792	\$123,816	\$130,008	\$136,512	\$141,984	146,952
\$ increase	-	-	-	\$2,328	\$2,376	\$3,024	\$6,192	\$6,504	\$5,472	\$4,968
% increase	0.00%	0.00%	0.00%	2.01%	2.01%	2.50%	5.00%	5.00%	4.01%	3.50%
CORPORATION COUNSEL⁽⁸⁾								\$154,728	\$165,552	\$171,336
\$ increase									\$10,824	\$5,784
% increase									7.00%	3.49%
DEPUTY DEPT HEAD	\$112,308	\$112,308	\$115,677	\$120,312	\$129,936	\$133,176	\$139,824	\$146,808	\$152,688	158,040
\$ increase	-	-	\$3,369	\$4,635	\$9,624	\$3,240	\$6,648	\$6,984	\$5,880	\$5,352
% increase	0.00%	0.00%	3.00%	4.01%	8.00%	2.49%	4.99%	4.99%	4.01%	3.51%
POLICE⁽²⁾⁽⁷⁾	\$129,936	\$129,936	\$137,082	\$144,624	\$156,768	\$165,384	\$173,664	\$182,352	\$189,648	196,296
\$ increase	-	-	\$7,146	\$7,542	\$12,144	\$8,616	\$8,280	\$8,688	\$7,296	\$6,648
% increase	0.00%	0.00%	5.50%	5.50%	8.40%	5.50%	5.01%	5.00%	4.00%	3.51%
FIRE⁽²⁾⁽⁷⁾	\$129,936	\$129,936	\$135,133	\$140,544	\$151,776	\$160,128	\$168,144	\$176,544	\$183,600	190,032
\$ increase	-	-	\$5,197	\$5,411	\$11,232	\$8,352	\$8,016	\$8,400	\$7,056	\$6,432
% increase	0.00%	0.00%	4.00%	4.00%	7.99%	5.50%	5.01%	5.00%	4.00%	3.50%
DEPUTY MED EXAM⁽⁶⁾	\$112,308	\$129,168	\$129,168	\$200,016	\$204,024	\$209,136	\$219,600	\$230,592	\$239,808	273,024
\$ increase	-	\$16,860	-	\$70,848	\$4,008	\$5,112	\$10,464	\$10,992	\$9,216	\$33,216
% increase	0.00%	15.01%	0.00%	54.85%	2.00%	2.51%	5.00%	5.01%	4.00%	13.85%
DIRECTOR OF OIC⁽¹⁾										
DIRECTOR OF MRRC⁽¹⁾										

(1) As a result of the 1998 City-wide reorganization, the organizational units under these directors were absorbed by the new Department of Customer Services.

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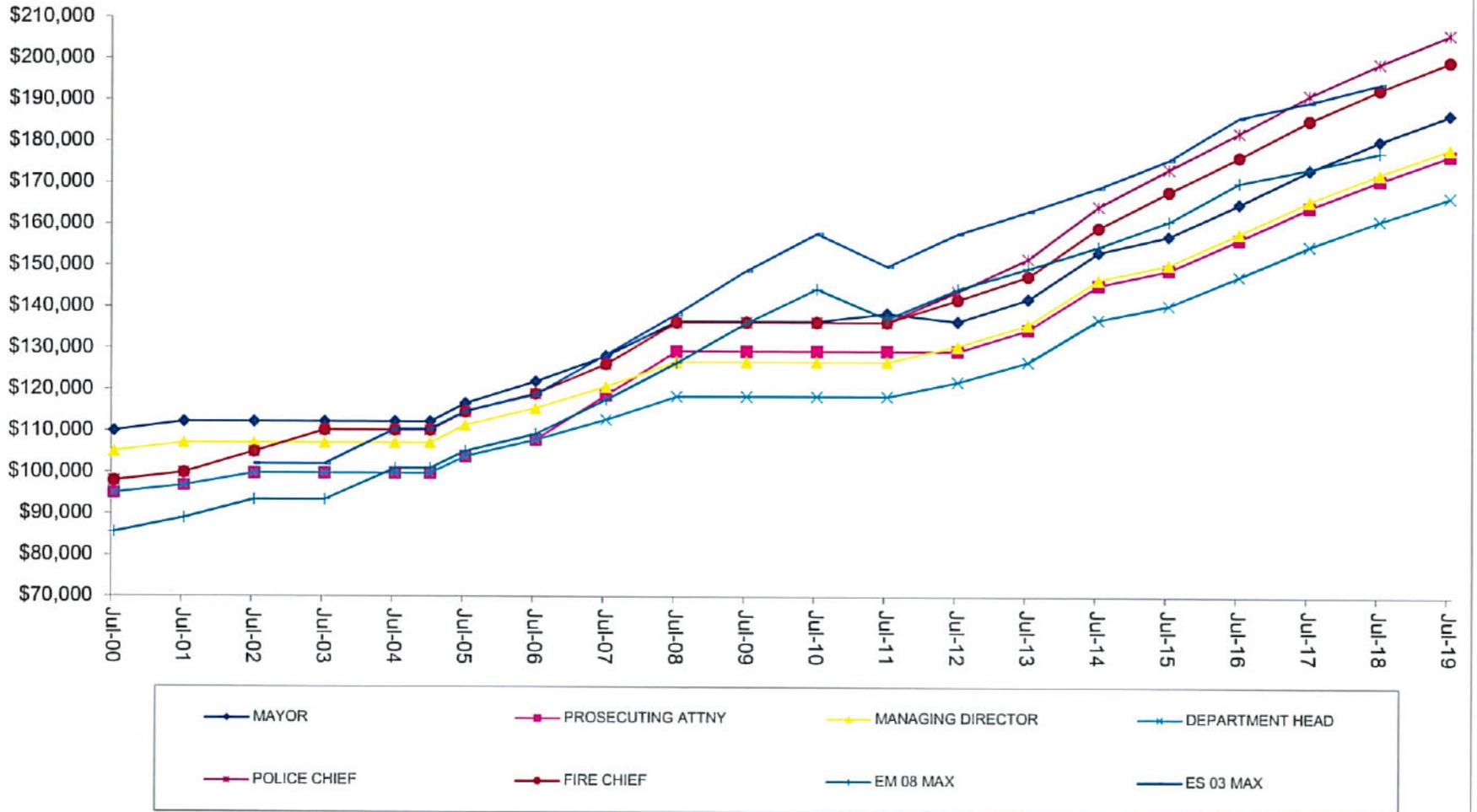
(5) The 2010 Salary Commission granted the Medical Examiner a 30% salary differential over department heads; thereby creating a four-tiered level of compensation for department heads.

(6) The 2011 Salary Commission increased the Deputy Medical Examiner's salary; thereby establishing a three-tiered level of compensation for deputy department heads.

(7) The 2012 Salary Commission established a five-tiered level of compensation for department heads and a four-tiered level of compensation for deputy department heads (by setting different salary rates for Police & Fire).

(8) The 2018 Salary Commission established a six-tiered level of compensation for Department heads by granting a separate 7% increase to the Corporation Counsel.

Salaries of Selected Elected & Appointed Officers



**COMPARISON OF EM 08 MAXIMUM SALARY RATE
AND DEPARTMENT & DEPUTY DEPARTMENT HEADS**

	Effective 7/1/04	\$ Differential	% Differential	Effective 7/1/05 ⁽¹⁾	\$ Differential	% Differential	Effective 7/1/06 ^(2,3)	\$ Differential	% Differential
Civil Service Employee*	\$101,004			\$105,048			\$109,248		
Department Head	\$99,807	-\$1,197	-1.19%	\$103,800	-\$1,248	-1.19%	\$107,850	-\$1,398	-1.28%
Police & Fire	\$110,206	\$9,202	9.11%	\$114,624	\$9,576	9.12%	\$119,000	\$9,752	8.93%
Deputy Department Head	\$94,554	-\$6,450	-6.39%	\$98,340	-\$6,708	-6.39%	\$102,350	-\$6,898	-6.31%
Police & Fire	\$104,583	\$3,579	3.54%	\$108,768	\$3,720	3.54%	\$113,500	\$4,252	3.89%

	Effective 7/1/07	\$ Differential	% Differential	Effective 7/1/08	\$ Differential	% Differential	Effective 7/1/09	\$ Differential	% Differential
Civil Service Employee*	\$117,564			\$126,516			\$136,140 ⁽⁴⁾		
Department Head	\$112,704	-\$4,860	-4.13%	\$118,344	-\$8,172	-6.46%	\$118,344	-\$17,796	-13.07%
Police & Fire	\$126,141	\$8,577	7.30%	\$136,236	\$9,720	7.68%	\$136,236	\$96	0.07%
Deputy Department Head	\$106,956	-\$10,608	-9.02%	\$112,308	-\$14,208	-11.23%	\$112,308	-\$23,832	-17.51%
Police & Fire	\$120,312	\$2,748	2.34%	\$129,936	\$3,420	2.70%	\$129,936	-\$6,204	-4.56%

	Effective 7/1/10	\$ Differential	% Differential	Effective 7/1/11	\$ Differential	% Differential	Effective 7/1/12 ⁽⁵⁾	\$ Differential	% Differential
Civil Service Employee*	\$144,312 ⁽⁴⁾			\$137,100			\$144,312 ⁽⁶⁾		
Department Head	\$118,344	-\$25,968	-17.99%	\$118,344	-\$18,756	-13.68%	\$121,894	-\$22,418	-15.53%
Police	\$136,236	-\$8,076	-5.60%	\$136,236	-\$864	-0.63%	\$143,729	-\$583	-0.40%
Fire	\$136,236	-\$8,076	-5.60%	\$136,236	-\$864	-0.63%	\$141,685	-\$2,627	-1.82%
Deputy Department Head	\$112,308	-\$32,004	-22.18%	\$112,308	-\$24,792	-18.08%	\$115,677	-\$28,635	-19.84%
Police	\$129,936	-\$14,376	-9.96%	\$129,936	-\$7,164	-5.23%	\$137,082	-\$7,230	-5.01%
Fire	\$129,936	-\$14,376	-9.96%	\$129,936	-\$7,164	-5.23%	\$135,133	-\$9,179	-6.36%

	Effective 7/1/13	\$ Differential	% Differential	Effective 7/1/14	\$ Differential	% Differential	Effective 7/1/15	\$ Differential	% Differential
Civil Service Employee*	\$149,364			\$154,596			\$160,776		
Department Head	\$126,768	-\$22,596	-15.13%	\$136,920	-\$17,676	-11.43%	\$140,352	-\$20,424	-12.70%
Police	\$151,632	\$2,268	1.52%	\$164,376	\$9,780	6.33%	\$173,424	\$12,648	7.87%
Fire	\$147,360	-\$2,004	-1.34%	\$159,144	\$4,548	2.94%	\$167,904	\$7,128	4.43%
Deputy Department Head	\$120,312	-\$29,052	-19.45%	\$129,936	-\$24,660	-15.95%	\$133,176	-\$27,600	-17.17%
Police	\$144,624	-\$4,740	-3.17%	\$156,768	\$2,172	1.40%	\$165,384	\$4,608	2.87%
Fire	\$140,544	-\$8,820	-5.91%	\$151,776	-\$2,820	-1.82%	\$160,128	-\$648	-0.40%

	Effective 7/1/16	\$ Differential	% Differential	Effective 7/1/17	\$ Differential	% Differential	Effective 7/1/18	\$ Differential	% Differential
Civil Service Employee*	\$170,100			\$173,508			\$177,408		
Department Head	\$147,360	-\$22,740	-13.37%	\$154,728	-\$18,780	-10.82%	\$160,920	-\$16,488	-9.29%
Police	\$182,088	\$11,988	7.05%	\$191,184	\$17,676	10.19%	\$198,840	\$21,432	12.08%
Fire	\$176,304	\$6,204	3.65%	\$185,112	\$11,604	6.69%	\$192,528	\$15,120	8.52%
Deputy Department Head	\$139,824	-\$30,276	-17.80%	\$146,808	-\$26,700	-15.39%	\$152,688	-\$24,720	-13.93%
Police	\$173,664	\$3,564	2.10%	\$182,352	\$8,844	5.10%	\$189,648	\$12,240	6.90%
Fire	\$168,144	-\$1,956	-1.15%	\$176,544	\$3,036	1.75%	\$183,600	\$6,192	3.49%

NOTE: For civil service salary rates effective 7/1/2019, EM employees to receive a compensation and benefit package at least equal to the compensation and benefit packages provided under collective bargaining for counterparts and subordinates within the jurisdiction.

*Maximum EM 08 rate for BU 13EM. To attain this rate, a typical employee would require a minimum of 27 years of creditable service.

⁽¹⁾ Civil service employee rate effective 7/1/05 for Police & Fire and effective 10/1/05 for all other EM 08 employees.

⁽²⁾ Civil service employee rate effective 7/1/06 for Police & Fire and effective 10/1/06 for all other EM 08 employees.

⁽³⁾ Reflects 7/1/07 salary rate for department heads and their deputies.

⁽⁴⁾ While the EM 08 maximum salary rate applicable to Civil Service Employees increased from 7/1/08 to 7/1/09, and again 7/1/10, only Police and Fire managers received increases.

⁽⁵⁾ The 2012 Salary Commission established a three-tiered level of compensation for department & deputy department heads

⁽⁶⁾ 5% pay cuts from 7/1/11 restored effective 7/1/12.

TOTAL NUMBER OF EMPLOYEES AND THE SALARY RATES OF THOSE WHICH EXCEED THAT OF THEIR DIRECTOR AND/OR DEPUTY BY DEPARTMENT

Mayor's Salary Rate: \$186,432
 Managing Director's Salary Rate: \$178,320

Police Chief's Salary Rate: \$205,800 Police Deputies' Salary Rate: \$196,296		% More Than The Chief	% More Than The Deputy
Salary Rates			
Honolulu Police Department	*No employee makes more than the Police Chief and Deputy Police Chiefs. The highest paid civil service subordinate makes \$179,737		

Fire Chief's Salary Rate: \$199,272 Fire Deputy's Salary Rate: \$190,032		% More Than The Chief	% More Than The Deputy
Salary Rates			
Honolulu Fire Department	*No employee makes more than the Fire Chief and Deputy Fire Chief. The highest paid civil service subordinate makes \$177,408		

Directors' Salary Rate: \$166,560 Deputies' Salary Rate: \$158,040		% More Than The Director	% More Than The Deputy
Salary Rates			
Community Services (Total: 1 Employee)	\$165,131	-0.86%	4.49%
Design & Construction (Total: 3 Employees)	\$168,693	1.28%	6.74%
	\$168,568	1.21%	6.66%
	\$160,381	-3.71%	1.48%
Enterprise Services (Total: 1 Employee)	\$173,150	3.96%	9.56%
Facility Maintenance (Total: 2 Employees)	\$165,839	-0.43%	4.93%
	\$163,986	-1.55%	3.76%
Planning & Permitting (Total: 2 Employees)	\$170,484 (2)	2.36%	7.87%
Parks & Recreation (Total: 1 Employee)	\$170,484	2.36%	7.87%
Transportation Services (Total: 1 Employee)	\$193,848	16.38%	22.66%
Environmental Services (Total: 1 Employee)	\$159,217	-4.41%	0.74%

Salary Rates as of: 1/7/2020

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2019

	07/01/14	10/01/14	01/01/15	04/01/15	07/01/15	10/01/15	01/01/16	04/01/16	07/01/16	10/01/16
BU 01 Blue Collar Non-Supervisors		2%		2%		2%		2%		2%
BU 02 Blue Collar Supervisors	2% ⁽³⁾				0.3% ⁽⁹⁾	2%		2%	Step Movement ⁽¹²⁾	2%
BU 03 White Collar Non-Supervisors	4%				Step Movement ⁽¹⁰⁾				Step Movement ⁽¹¹⁾	
BU 04 White Collar Supervisors	4%				Step Movement ⁽¹⁰⁾				Step Movement ⁽¹¹⁾	
BU 10 Institutional & Correctional Workers	Step Movement ⁽⁴⁾		0.5%		Step Movement ⁽⁶⁾		0.5%		Step Movement ⁽⁷⁾	
BU 11 Fire Fighters	2% ⁽⁸⁾		2%		2% ⁽¹¹⁾		2%		5% ⁽¹¹⁾	
BU 12 Police Officers	1.75% ⁽²⁾		1.75%		2% ⁽²⁾		2%		2.5% ⁽²⁾	
BU 13 Professional & Scientific	Step Movement ⁽⁵⁾				Step Movement ⁽¹²⁾		3.50%		Step Movement ⁽¹²⁾	
EMCP - Excluded Managers Excluded from BU 11	2% ⁽¹³⁾		2%		2% ⁽¹³⁾		2%		5% ⁽¹³⁾	
EMCP - Excluded Managers Excluded from BU 12	1.75% ⁽¹³⁾		1.75%		2% ⁽¹³⁾		2%		2.5% ⁽¹³⁾	
EMCP - Excluded Managers Excluded from BU 13	WRP ⁽¹⁴⁾				WRP ⁽¹³⁾		3.50%		WRP ⁽¹³⁾	
BU14 State Law Enforcement Officers, and State & County Ocean Safety and Water Safety Officers									Schedule Established ⁽¹⁵⁾	

NOTE: Please see Footnotes on pages 4 and 5

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2019

	01/01/17	04/01/17	07/01/17	10/01/17	11/01/17	01/01/18	06/01/18	07/01/18	11/01/18	01/01/19
BU 01 Blue Collar Non-Supervisors		2%			\$1,000 Lump Sum ⁽²³⁾		3.2%		\$1,000 Lump Sum ⁽²³⁾	
BU 02 Blue Collar Supervisors		2%	2% ⁽¹²⁾			1.2% ⁽¹²⁾		2.25% ⁽¹²⁾		1.2% ⁽¹²⁾
BU 03 White Collar Non-Supervisors	1.60%		2% ⁽¹⁸⁾			1.50%		2.25% ⁽¹⁸⁾		1.25% ⁽¹⁹⁾
BU 04 White Collar Supervisors	1.60%		2% ⁽¹⁸⁾			1.50%		2.25% ⁽¹⁸⁾		1.25% ⁽¹⁹⁾
BU 10 Institutional & Correctional Workers	1%			2%				DCP ⁽¹⁷⁾		
BU 11 Fire Fighters			2% ⁽¹²⁾					2.25% ⁽¹²⁾		
BU 12 Police Officers	3.30%		2% ⁽²⁴⁾					2.25% ⁽¹²⁾		
BU 13 Professional & Scientific	3.50%		2% ⁽¹²⁾					2.25% ⁽¹²⁾		
EMCP - Excluded Managers Excluded from BU 11			2% ⁽¹³⁾					2.25% ⁽²⁷⁾		
EMCP - Excluded Managers Excluded from BU 12	3.30%		2% ⁽¹³⁾					2.25% ⁽²⁷⁾		
EMCP - Excluded Managers Excluded from BU 13	3.50%		2% ⁽¹³⁾					2.25% ⁽²⁷⁾		
BU14 State Law Enforcement Officers, and State & County Ocean Safety and Water Safety Officers								2.25% ⁽²⁵⁾		

NOTE: Please see Footnotes on pages 4 and 5

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2019

	04/01/19	05/01/19	07/01/19	01/01/20	06/30/20	07/01/20	01/01/21	06/30/21	06/30/21 (11:59:59 p.m.)	
BU 01 Blue Collar Non-Supervisors		3.45%	2%	1.20%		2%	1.20%			
BU 02 Blue Collar Supervisors			\$2,000 Lump Sum ⁽³⁰⁾			1.2% ⁽³¹⁾	1.20%			Agreement for 7/1/2019 to 6/30/2021 has been reached but increases have not yet been appropriated by all applicable Hawaii legislative bodies.
BU 03 White Collar Non-Supervisors										
BU 04 White Collar Supervisors										
BU 10 Institutional & Correctional Workers	1.35% ⁽²⁶⁾		2% ⁽²⁰⁾	0.74%		2% ⁽²⁶⁾	1.07%			
BU 11 Fire Fighters			2% ⁽³⁴⁾		IGM Catch-Up Step Movement ⁽³⁵⁾	2% ⁽³⁶⁾		IGM Catch-Up Step Movement ⁽³⁵⁾	New L6 step ⁽²²⁾	
BU 12 Police Officers			2% ⁽²⁰⁾			2% ⁽²¹⁾			New L-6 step ⁽²²⁾	
BU 13 Professional & Scientific			2.15% ⁽³²⁾			2.03% ⁽³³⁾				Agreement for 7/1/2019 to 6/30/2021 has been reached but increases have not yet been appropriated by all applicable Hawaii legislative bodies.
EMCP - Excluded Managers Excluded from BU 11										
EMCP - Excluded Managers Excluded from BU 12			2% ⁽²⁸⁾			2% ⁽²⁹⁾				
EMCP - Excluded Managers Excluded from BU 13										
BU14 State Law Enforcement Officers, and State & County Ocean Safety and Water Safety Officers										

NOTE: Please see Footnotes on pages 4 and 5

BARGAINING UNIT WAGE SETTLEMENTS AND INCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2019

- (1) Employees also entitled to catch up step movements or service step movements, not to exceed one step per year. If employee has 25+ years of service and is not on Step L5, they shall be placed on L5 on their anniversary date.
- (2) Employees also entitled to catch-up step movements and service step movements, not to exceed one step per year. Employees also received increases to the Standard of Conduct Differential (SOCOD).
- (3) Employees who were eligible but did not receive a step movement from 7/1/09 - 6/30/14, shall receive their step movement. Continue step movement. Employees employed on June 30, 2014 and at the max step shall receive a lump sum payment of \$1,000.
- (4) Delete first step on the salary schedule. Employees at the maximum step as of June 30, 2014 receive a lump sum payment equal to 4% of the employee's annual basic rate of pay.
- (5) Employees who were eligible during the period from 7/1/2009 - 6/30/2014 receive step movement(s); continue step movement. Employees on the max step as of June 30, 2013 and employees who were employed prior to July 1, 2013 and not receiving step movement and are not scheduled to receive a step movement during the period 7/1/2014 - 6/30/2015 receive a one-time lump sum payment of \$1,500.
- (6) Delete first step on the salary schedule. Employees who are at the maximum step on June 30, 2015 receive a lump sum payment equivalent to 4% of the individual employee's annual basic rate of pay.
- (7) Employees who are at the maximum step as of June 30, 2016 receive a one-time lump sum payment equivalent to 4% of the individual employee's annual basic rate of pay.
- (8) Employees also entitled to catch up step movement or service step movement and offered 12 overtime shifts per fiscal year via the Rank-for-Rank Recall program.
- (9) Additionally, continue the step movement plan, move Employees on Steps A and L1 to L2, and delete Steps A, L1, and L5. Employees not assigned to the salary schedule or who do not move to a new step during FY16 shall receive a 2% lump sum bonus.
- (10) Place employees on appropriate step and continue step movements. Employees not assigned to the salary schedule or who do not move to a new step during FY16 shall receive a \$1,500 lump sum bonus.
- (11) Continue step movement plan and employees receive a \$1,200 lump sum bonus. Full-time employees receive a lump sum payment of \$1,200.
- (12) Continue step movement plan.
- (13) Employees who are eligible shall receive their Within Range Progression (WRP) movement on their WRP date.
- (14) Employees who were eligible during the period from 7/1/2009 - 6/30/2014 for Within Range Progression increases receive them on 7/1/2014. Employees on the max rate as of June 30, 2013 and employees who were employed prior to July 1, 2013 and not receiving WRP increases and are not scheduled to receive a WRP increase during the period 7/1/2014 - 6/30/2015 receive a one-time lump sum payment of \$1,500.
- (15) BU14 was established by HLRB on 11/7/13; however it's own salary schedule was not established until 7/1/16 (positions converted from BU03 to BU14)
- (16) The Employer and Union shall meet to continue bargaining in good faith on the equivalent of a step movement.
- (17) A new Developmental Career Plan (DCP) was created whereby Employees may move to the next step in the salary range upon meeting certain requirements. Employees shall move to the appropriate step on 7/1/18 or move to the appropriate step when they become eligible for a DCP movement during the fiscal year. Employees at the maximum Step C on 6/30/18 shall receive a one-time lump sum payment equivalent to 4% of the employee's annual basic rate of pay. Employees who are less than full-time shall receive a prorated amount of this lump sum.
- (18) One-time lump sum payment of \$150. Employees who are less than full-time shall receive a prorated amount.
- (19) Delete step A and move Employees on step A to step B.
- (20) Continue step movement plan. One-time lump sum bonus for employees on salary ranges from PO7 to PO15: Steps A (\$1,800), B (\$1,825), C (\$1,850), D (\$1,875), L-1 (\$1,900), L-2 (\$1,925), L-3 (\$1,950), L-4 (\$1,975), L-5 (\$2,000)
- (21) Continue step movement plan. One-time lump sum bonus for employees on salary ranges from PO7 to PO15: Steps A (\$1,800), B (\$1,825), C (\$1,850), D (\$1,875), L-1 (\$1,900), L-2 (\$1,925), L-3 (\$1,950), L-4 (\$1,975), L-5 (\$2,000). Employees on Step L-5 with 28 or more years of service accrued on or before 7/1/20, shall receive an additional one-time lump sum bonus of \$500.

BARGAINING UNIT WAGE SETTLEMENTS AND INCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2019

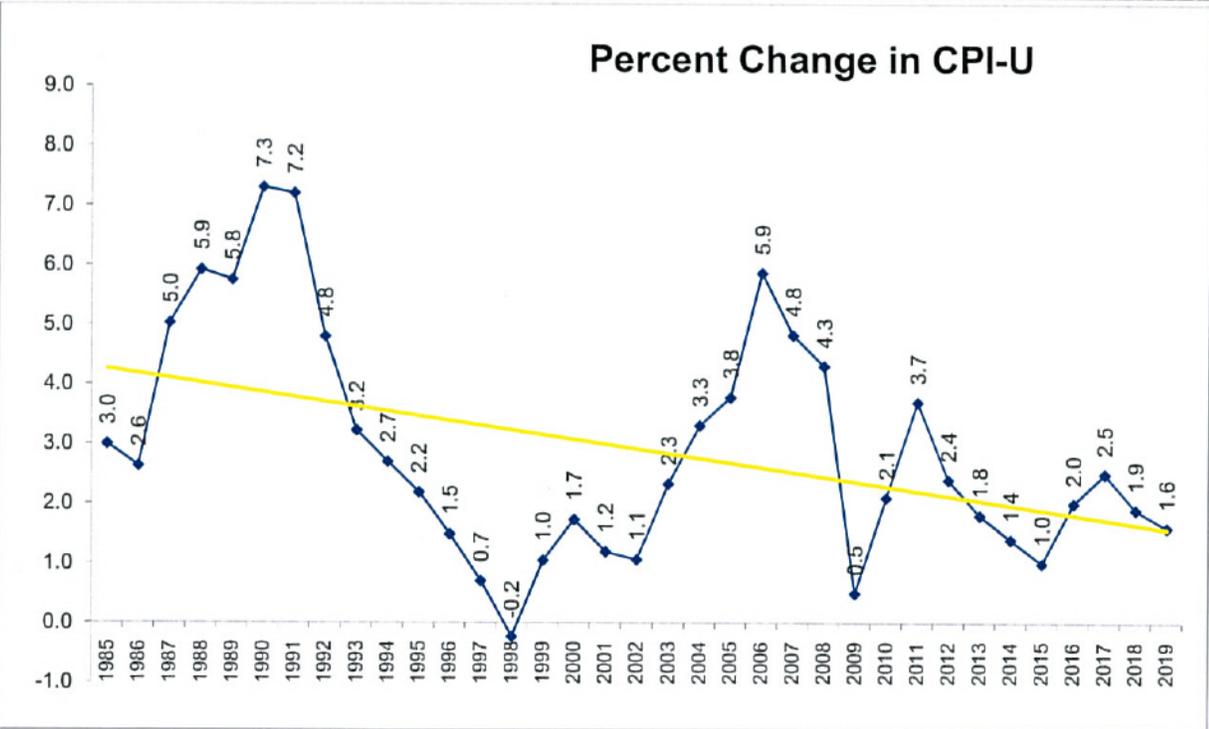
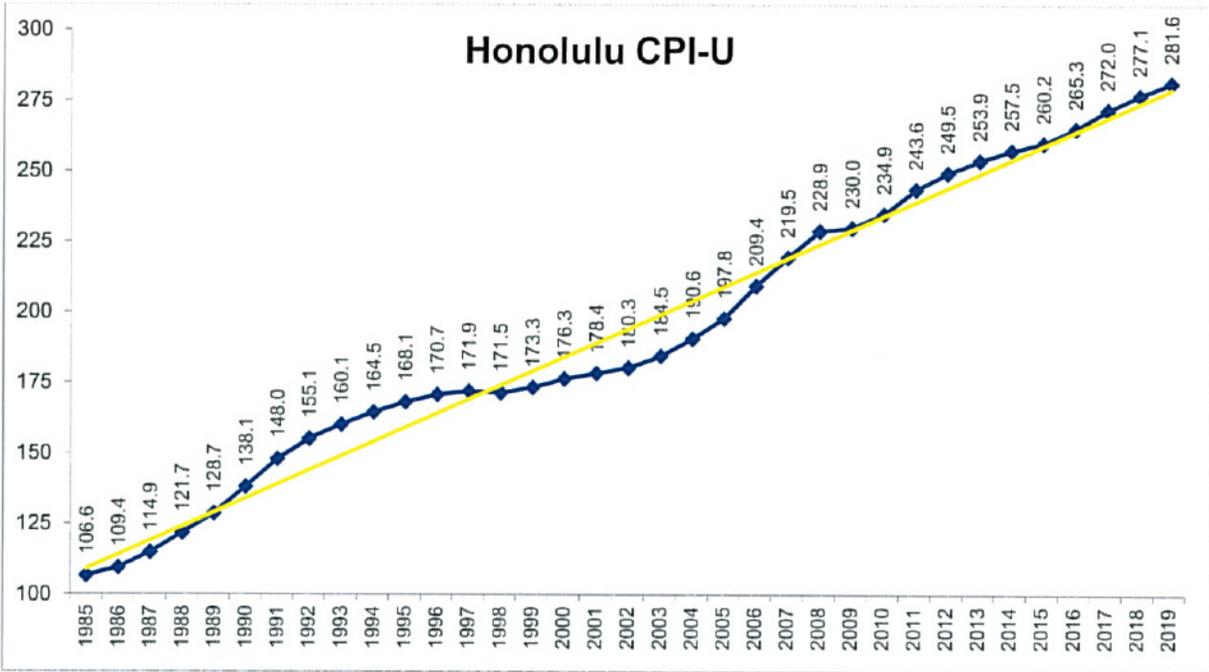
- ⁽²²⁾ New L-6 step for employees with 28 or more years of service.
- ⁽²³⁾ Employees who were employed as of 10/31/17 are entitled to the one-time lump sum. Employees who are less than full-time shall receive a prorated amount.
- ⁽²⁴⁾ Continue step movement plan. \$500 increase to the firearm maintenance allowance.
- ⁽²⁵⁾ Continue step movement plan. \$500 one-time lump sum bonus.
- ⁽²⁶⁾ Continue DCP program.
- ⁽²⁷⁾ Eligible employees with three years in the EMCP as of 7/1/2018 received a 4% EM progression. During the fiscal year eligible employees shall receive EM progression on their initial EM entry date. Employees who were in the EMCP as of 8/31/2018 and who were not eligible to receive a 4% EM progression increase during the period of 7/1/2018 through 6/30/2019 shall receive a 1.4% increase on their respective EM entry date.
- ⁽²⁸⁾ During the fiscal year, employees who completed three years in the EMCP shall receive a 4% EM progression on their initial EM entry date. One-time lump sum bonus for all employees with the following years of combined service time in both BU 12 and EM 12: 0-3 years (\$1,800), 4-6 years (\$1,825), 7-9 years (\$1,850), 10-12 years (\$1,875), 13-15 years (\$1,900), 16-18 years (\$1,925), 19-21 years (\$1,950), 22-24 years (\$1,975), 25+ years (\$2,000).
- ⁽²⁹⁾ During the fiscal year, employees who completed three years in the EMCP shall receive a 4% EM progression on their initial EM entry date. One-time lump sum bonus for all employees with the following years of combined service time in both BU 12 and EM 12: 0-3 years (\$1,800), 4-6 years (\$1,825), 7-9 years (\$1,850), 10-12 years (\$1,875), 13-15 years (\$1,900), 16-18 years (\$1,925), 19-21 years (\$1,950), 22-24 years (\$1,975), 25+ years (\$2,000). Employees with 28 or more combined years of service time in both BU 12 and EM 12 on, or before, 7/1/2020, shall receive an additional one-time lump sum bonus of \$500.
- ⁽³⁰⁾ Delete step movement plan.
- ⁽³¹⁾ 1.2% ATB for employees on the salary schedule only. Employees on Step A1 move to Step C1. Delete Step A1. Employees on Step B1 as of 6/30/2020 receive a 5.29% pay increase and will no longer be compensated on a step on the salary schedule. Delete Step B1. Employees on Step C1 as of 6/30/2020 receive a 5.29% pay increase and will no longer be compensated on a step on the salary schedule. Increase in uniform maintenance allowance and meal allowance. Changed the way compensation is calculated if an employee is demoted due to layoffs, reorganization, or disability.
- ⁽³²⁾ Continue step movement plan. \$750 lump sum payment for all BU employees not eligible for step movements for the duration of the contract period (7/1/19 - 6/30/21)
- ⁽³³⁾ Continue step movement plan. \$750 lump sum payment for all BU employees not eligible for step movements for the duration of the contract period (7/1/19 - 6/30/21). Employees allowed to earn 2 portions of standby pay in a calendar day (increase from 1 portion). Whenever a non-shift employee works a scheduled 8-hour workday immediately followed by the performance of at least 8 hours of overtime work, the employer shall excuse the employee from work on the employee's next consecutive workday, with pay... (previously 10 hours of overtime work). Increased uniform maintenance allowance. Increased meal allowance. Changed the way compensation is calculated if an employee is demoted due to layoffs, reorganization, or disability.
- ⁽³⁴⁾ Continue existing step movement plan. One-time lump sum bonus for employees on salary ranges from SR17 to SR27: Steps E (\$1,800), F (\$1,825), G (\$1,850), H (\$1,875), L1 (\$1,900), L2 (\$1,925), L3 (\$1,950), L4 (\$1,975), L5 (\$2,000).
- ⁽³⁵⁾ All regular employees who, as a result of an intergovernmental movement to the SR15 salary range, are on a step or receiving a basic rate of pay two or more steps lower than warranted by their cumulative years of service, shall move to one step below their appropriate step on 6/30/2020.
- ⁽³⁶⁾ Continue existing step movement plan. One-time lump sum bonus for employees on salary ranges from SR17 to SR27: Steps E (\$1,800), F (\$1,825), G (\$1,850), H (\$1,875), L1 (\$1,900), L2 (\$1,925), L3 (\$1,950), L4 (\$1,975), L5 (\$2,000). Employees on step L5 with 28 or more years of service as of 6/30/20, shall receive an additional one-time lump sum payment of \$500.

HONOLULU CPI-U

YEAR	CPI-U	% CHANGE FROM PREVIOUS YEAR
1985	106.6	3.0
1986	109.4	2.6
1987	114.9	5.0
1988	121.7	5.9
1989	128.7	5.8
1990	138.1	7.3
1991	148.0	7.2
1992	155.1	4.8
1993	160.1	3.2
1994	164.5	2.7
1995	168.1	2.2
1996	170.7	1.5
1997	171.9	0.7
1998	171.5	-0.2
1999	173.3	1.0
2000	176.3	1.7
2001	178.4	1.2
2002	180.3	1.1
2003	184.5	2.3
2004	190.6	3.3
2005	197.8	3.8
2006	209.4	5.9
2007	219.5	4.8
2008	228.9	4.3
2009	230.0	0.5
2010	234.9	2.1
2011	243.6	3.7
2012	249.5	2.4
2013	253.9	1.8
2014	257.5	1.4
2015	260.2	1.0
2016	265.3	2.0
2017	272.0	2.5
2018	277.1	1.9
2019	281.6	1.6

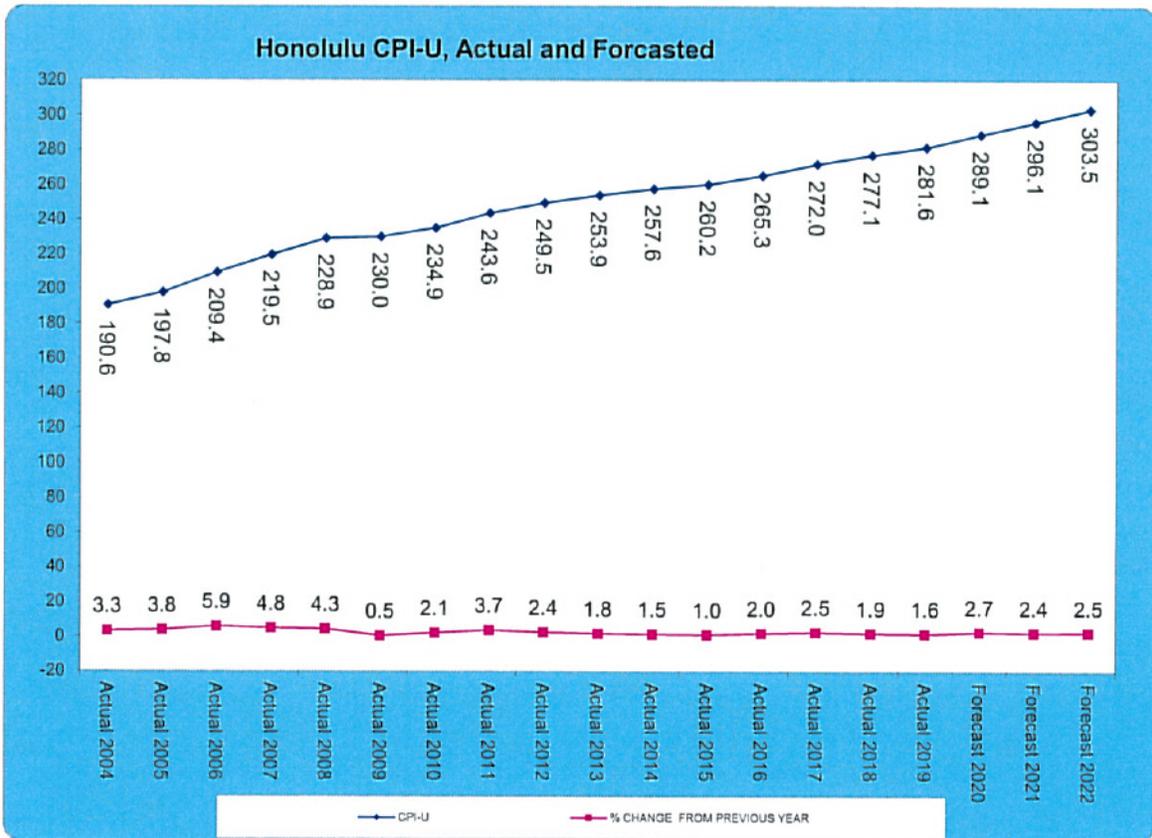
1982-1984 = 100

Source: US Department of Labor, Bureau of Labor
Statistics



Actual and Forecasted Honolulu CPI-U

YEAR	CPI-U	% CHANGE FROM PREVIOUS YEAR
Actual 2004	190.6	3.3
Actual 2005	197.8	3.8
Actual 2006	209.4	5.9
Actual 2007	219.5	4.8
Actual 2008	228.9	4.3
Actual 2009	230.0	0.5
Actual 2010	234.9	2.1
Actual 2011	243.6	3.7
Actual 2012	249.5	2.4
Actual 2013	253.9	1.8
Actual 2014	257.6	1.5
Actual 2015	260.2	1.0
Actual 2016	265.3	2.0
Actual 2017	272.0	2.5
Actual 2018	277.1	1.9
Actual 2019	281.6	1.6
Forecast 2020	289.1	2.7
Forecast 2021	296.1	2.4
Forecast 2022	303.5	2.5



Source: State of Hawaii, DBEDT

SALARY COSTS - CURRENT & PROJECTED

As of July 2019

	# Psns	Annual Salary	Current Salary Costs	1% Increase	2% increase	3% increase	4% increase	5% increase
Mayor	1	\$186,432	\$186,432	\$188,296	\$190,161	\$192,025	\$193,889	\$195,754
Prosecuting Attorney	1	\$176,688	\$176,688	\$178,455	\$180,222	\$181,989	\$183,756	\$185,522
First Deputy Pros. Attny	1	\$168,000	\$168,000	\$169,680	\$171,360	\$173,040	\$174,720	\$176,400
Council Chair	1	\$76,968	\$76,968	\$77,738	\$78,507	\$79,277	\$80,047	\$80,816
Council Member	8	\$68,904	\$551,232	\$556,744	\$562,257	\$567,769	\$573,281	\$578,794
Managing Director	1	\$178,320	\$178,320	\$180,103	\$181,886	\$183,670	\$185,453	\$187,236
Deputy Managing Director	1	\$169,056	\$169,056	\$170,747	\$172,437	\$174,128	\$175,818	\$177,509
Department Head*	14	\$166,560	\$2,331,840	\$2,355,158	\$2,378,477	\$2,401,795	\$2,425,114	\$2,448,432
Police	1	\$205,800	\$205,800	\$207,858	\$209,916	\$211,974	\$214,032	\$216,090
Fire	1	\$199,272	\$199,272	\$201,265	\$203,257	\$205,250	\$207,243	\$209,236
Medical Examiner	1	\$310,200	\$310,200	\$313,302	\$316,404	\$319,506	\$322,608	\$325,710
Royal Hawaiian Band	1	\$146,952	\$146,952	\$148,422	\$149,891	\$151,361	\$152,830	\$154,300
Corporation Counsel	1	\$171,336	\$171,336	\$173,049	\$174,763	\$176,476	\$178,189	\$179,903
Deputy Department Head	13	\$158,040	\$2,054,520	\$2,075,065	\$2,095,610	\$2,116,156	\$2,136,701	\$2,157,246
Police	2	\$196,296	\$392,592	\$396,518	\$400,444	\$404,370	\$408,296	\$412,222
Fire	1	\$190,032	\$190,032	\$191,932	\$193,833	\$195,733	\$197,633	\$199,534
Medical Examiner	1	\$273,024	\$273,024	\$275,754	\$278,484	\$281,215	\$283,945	\$286,675
TOTAL	50		\$7,782,264	\$7,860,087	\$7,937,909	\$8,015,732	\$8,093,555	\$8,171,377
COST INCREASE				\$77,823	\$155,645	\$233,468	\$311,291	\$389,113

NOTE: No cost estimates are provided for Deputy Prosecuting Attorneys and Deputy Corporation Counsels. The department head is vested full authority to set and modify the salaries of their deputies (except first deputy who functions as a deputy department head) within the salary ranges prescribed by the Salary Commission.

*Department Head position count increased from 14 to 15 on July 1, 2017 with the creation of the new Department of Land Management (a Deputy Department Head has not yet been created). This position count then decreased back to 14 on July 1, 2018, when the 2018 Salary Commission granted a separate increase to the Corporation Counsel, thereby establishing a six-tiered level of compensation for Department heads.

SALARY COSTS - CURRENT & PROJECTED

As of July 2019

	# Psns	Annual Salary	Current Salary Costs	6% increase	7% increase	8% increase	9% increase	10% increase
Mayor	1	\$186,432	\$186,432	\$197,618	\$199,482	\$201,347	\$203,211	\$205,075
Prosecuting Attorney	1	\$176,688	\$176,688	\$187,289	\$189,056	\$190,823	\$192,590	\$194,357
First Deputy Pros. Attny	1	\$168,000	\$168,000	\$178,080	\$179,760	\$181,440	\$183,120	\$184,800
Council Chair	1	\$76,968	\$76,968	\$81,586	\$82,356	\$83,125	\$83,895	\$84,665
Council Member	8	\$68,904	\$551,232	\$584,306	\$589,818	\$595,331	\$600,843	\$606,355
Managing Director	1	\$178,320	\$178,320	\$189,019	\$190,802	\$192,586	\$194,369	\$196,152
Deputy Managing Director	1	\$169,056	\$169,056	\$179,199	\$180,890	\$182,580	\$184,271	\$185,962
Department Head*	14	\$166,560	\$2,331,840	\$2,471,750	\$2,495,069	\$2,518,387	\$2,541,706	\$2,565,024
Police	1	\$205,800	\$205,800	\$218,148	\$220,206	\$222,264	\$224,322	\$226,380
Fire	1	\$199,272	\$199,272	\$211,228	\$213,221	\$215,214	\$217,206	\$219,199
Medical Examiner	1	\$310,200	\$310,200	\$328,812	\$331,914	\$335,016	\$338,118	\$341,220
Royal Hawaiian Band	1	\$146,952	\$146,952	\$155,769	\$157,239	\$158,708	\$160,178	\$161,647
Corporation Counsel	1	\$171,336	\$171,336	\$181,616	\$183,330	\$185,043	\$186,756	\$188,470
Deputy Department Head	13	\$158,040	\$2,054,520	\$2,177,791	\$2,198,336	\$2,218,882	\$2,239,427	\$2,259,972
Police	2	\$196,296	\$392,592	\$416,148	\$420,073	\$423,999	\$427,925	\$431,851
Fire	1	\$190,032	\$190,032	\$201,434	\$203,334	\$205,235	\$207,135	\$209,035
Medical Examiner	1	\$273,024	\$273,024	\$289,405	\$292,136	\$294,866	\$297,596	\$300,326
TOTAL COST INCREASE	50		\$7,782,264	\$8,249,200	\$8,327,022	\$8,404,845	\$8,482,668	\$8,560,490
				\$466,936	\$544,758	\$622,581	\$700,404	\$778,226

NOTE: No cost estimates are provided for Deputy Prosecuting Attorneys and Deputy Corporation Counsels. The department head is vested full authority to set and modify the salaries of their deputies (except first deputy who functions as a deputy department head) within the salary ranges prescribed by the Salary Commission.

*Department Head position count increased from 14 to 15 on July 1, 2017 with the creation of the new Department of Land Management (a Deputy Department Head has not yet been created). This position count then decreased back to 14 on July 1, 2018, when the 2018 Salary Commission granted a separate increase to the Corporation Counsel, thereby establishing a six-tiered level of compensation for Department heads.