
From: Susan Malterre-Htun <susanpmh@gmail.com>
Sent: Tuesday, March 31, 2020 10:53 AM
To: Young, Randall K T
Subject: April 3, 2020 Meeting

This testimony is in regards to **Notice #: 0001273530-01**

Mar 24

SALARY COMMISSION CITY AND COUNTY OF HONOLULU NC
HEARING THE PUBLIC IS INVITED to submit written testimony by
Commission on Friday, April 3, 2020 at 1:30 p.m. in the City Council
Honolulu Hale, regarding proposed increases to the salaries and s
following elected and appointed officials, effective July 1, 2020: 1.
Councilmembers: 3% increase; 3. Prosecuting Attorney: No increa
Prosecuting Attorney: 3% increase; 5. Managing Director: 3% incre
Counsel: No increase; 7. Deputy Managing Director: 3% increase;
(except (...))

Most if not all City and County of Honolulu employees are being paid by the City and County of Honolulu. However, currently there is an unprecedented high number of people filing for unemployment because of hotels, restaurants, small businesses and other venues of employment being forced to drastically reduce hours of operation or to close due to “social distancing” to prevent the spread of Covid19. Our economy, which is primarily based on tourism, is suffering. And yet this notice proposes salary increases for specific elected and appointed officials, effective July 1, 2010.

How unthinking to call for a public hearing for raises for employed personnel amid huge layoffs causing genuine suffering for the tax payers.

The money that this notice proposes to be paid for salary increases from July 1,2020 should be used to help those residents of the City and County of Honolulu in need as a result of this pandemic.

I strongly advocate cancelling this hearing and no pay increases at this time.

Cordially,
Susan Malterre-Htun

DEPARTMENT OF HUMAN RESOURCES
CITY AND COUNTY OF HONOLULU
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KIRK CALDWELL
MAYOR



CAROLEE C. KUBO
DIRECTOR
NOEL T. ONO
ASSISTANT DIRECTOR

April 3, 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 this opportunity to comment on the proposed increases to the salaries of the City Directors and Deputy Directors. Our Department Heads and Deputies have a wide scope of responsibility, are committed and hardworking and are deserving of the increases proposed by your Permitted Interaction Group (PIG).

However, I would like to take this opportunity to comment on one of the recommendations made by the PIG. The current proposal does not provide for an increase to the current salary of the Corporation Counsel which stands at \$171,336 per year. With the proposed three percent increase for the other Department Heads, which would equate to a salary of \$171,552 effective July 1, 2020, the Corporation Counsel will now make less than those positions. I feel that such a difference, while small, does not appropriately reflect the scope and breadth of responsibility vested with all of my Department Heads. For fairness and equity, I am asking that the Corporation Counsel be provided with the same three percent increase that has been proposed for the other Department Head positions.

Thank you for your consideration.

Yours truly,

A handwritten signature in black ink that reads "Carolee C. Kubo".

Carolee C. Kubo
Director

**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



April 3, 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 Director of the Royal Hawaiian Band. 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 workers.

I am respectfully requesting that you reconsider your recommendation to not provide a salary increase to the Director of the Royal Hawaiian Band. I believe that the Director should receive a percentage increase equal to other cabinet positions. Below are reasons why the Administration takes this position.

The Royal Hawaiian Band was created in 1836 by King Kamehameha III. They quickly became an important part of Hawaii, performing for state occasions, funerals, and parades, traveling all over the state to bring music to the most remote destinations of the Kingdom of Hawaii.

The King's Band eventually made its first trip outside of the kingdom and traveled to San Francisco to participate in a band competition, taking first prize and defeating bands from all over the country.

Mr. Kevin Sakamoto, Chair
And Members
April 3, 2020
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Now, the Royal Hawaiian Band continues this tradition, sharing Hawaii's rich music and culture with each performance. The person who manages all of this is the Band Director, Clarke Bright. He is an outstanding director and works tirelessly to lead the 32 members of the iconic band, run rehearsals, coordinate with event venues, hires and fires, and executes the budget.

While we are very fortunate to have Director Bright in this position, in general, the duties of the Director are taxing, as our band performs more than 300 shows each year, often performing multiple times a day. To put this in perspective, there are only 260 weekdays in a year.

Although high school band teachers are important, the level of skill and experience between the two positions are very different. Moreover, in Director Bright, we have a special individual, a man who loves the band and its mission, and who is taking the band to the highest level.

Your consideration of providing an increase in line with other Cabinet positions would be acknowledgement of the responsibilities of the Director and of the entire Royal Hawaiian Band.

Warm regards,



Roy K. Amemiya, Jr.
Managing Director

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KIRK CALDWELL
MAYOR



CAROLEE C. KUBO
DIRECTOR

NOEL T. ONO
ASSISTANT DIRECTOR

April 3, 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 this opportunity to comment on the proposed increases to the salaries of the City Directors and Deputy Directors. Our Department Heads and Deputies have a wide scope of responsibility, are committed and hardworking and are deserving of the increases proposed by your Permitted Interaction Group (PIG).

However, I would like to take this opportunity to comment on the recommendation made by the PIG in regards to the Band Director. The current proposal does not provide for an increase for this valuable position that leads the historic Royal Hawaiian Band (RHB).

The RHB serves as the official band of the City and County of Honolulu and has the distinction of being the only full-time municipal band in the nation and the only band in the United States established by a royal kingdom. The band represents the City and County of Honolulu at public events and provides a wide variety of music for the educational and cultural needs of the community. Due to its cultural heritage, the band endeavors to maintain its observance of, and its participation in, all events that were established during the Hawaiian monarchy era.

The position of Band Director is regarded as a cabinet member and plays a vital role in perpetuating the cultural heritage upon which the band was founded and requires the commitment as well as technical ability to ensure we continue to foster our unique and storied past. To recognize the valuable role the Band Director fulfills and for fairness and equity, I am asking that the Band Director be provided with the same three percent (3%) increase that has been proposed for the other Department Head positions.

Thank you for your consideration.

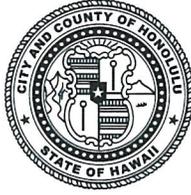
Yours truly,

A handwritten signature in black ink that reads "Carolee C. Kubo".

Carolee C. Kubo
Director

DEPARTMENT OF THE CORPORATION COUNSEL
CITY AND COUNTY OF HONOLULU

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KIRK CALDWELL
MAYOR

PAUL S. AOKI
ACTING CORPORATION COUNSEL

AMY R. KONDO
ACTING FIRST DEPUTY CORPORATION
COUNSEL

April 3, 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:

The Salary Commission's Permitted Interaction Group's proposed salary schedule for Fiscal Year 2020-2021, recommends a 3% salary increase for almost all positions but recommends a zero percent salary increase for the position of Corporation Counsel. There is no relevant or fair justification for this recommendation. The scope of the services required from the Department of the Corporation Counsel and the complexity of that work has not stopped or decreased; it has increased substantially and will continue to increase during FY 2020-2021 and beyond.

The responsibilities of the Corporation Counsel increase along with the increase in demands upon the Department. At the same time, the compensation received by attorneys in the community with similar responsibilities has not stopped increasing. I submit that a 3% increase is reasonable and on the low end of the range. The position of Corporation Counsel should be treated the same as the majority of the other City positions because the factors that should be considered (the nature of the services provided, sensible relationship with other City salaries and comparable market value of those services) require equal treatment.

Very Truly Yours,

A handwritten signature in blue ink that reads "Paul S. Aoki".

Paul S. Aoki
Acting Corporation Counsel