

FINDINGS OF FACT BY THE 2020 SALARY COMMISSION

APRIL 16, 2020

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (2017 Edition)(“Charter”), the Salary Commission hereby makes the following findings of fact in support of its decision to make no adjustment to the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu for the fiscal year beginning July 1, 2020:

1. The Salary Commission has the authority to annually establish the salaries of all elected officials, including the mayor, councilmembers and prosecuting attorney; designated appointed officials, including the managing director, deputy managing director, department heads, deputy department heads, and band director; and the salary schedules for the deputies of the corporation counsel and prosecuting attorney.
2. In order to streamline its annual review of salaries, the Salary Commission created a permitted interaction group (“PIG”) pursuant to Haw. Rev. Stat. §92-2.5 on January 30, 2020. The PIG provided its report to the Salary Commission on February 28, 2020, recommending a 3.0% salary increase for all elected and appointed officials, with the exception of the prosecuting attorney, corporation counsel, and band director, for which the PIG recommended no increase. For the deputy medical examiner, the PIG recommended an 11.28692% salary increase.
3. To assist in its annual review of salaries, the Salary Commission solicited input from the City Council and City Administration and received testimony from the Department of Human Resources and the Mayor's Office.
4. The Salary Commission held a public hearing on the PIG’s recommendations on April 3, 2020, at which time a member of the public and City administration provided written testimony.
5. Section 3-122.3 of the Charter provides, “[t]he 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.”

6. The Salary Commission held its final meeting on April 16, 2020, at which time additional testimony was submitted. In consideration of all the testimony and data provided, the Salary Commission has adopted a recommendation of no adjustments for the salaries of all elected officials, including the mayor, councilmembers and prosecuting attorney; designated appointed officials, including the managing director, deputy managing director, department heads, deputy department heads, and band director; and the salary schedules for the deputies of the corporation counsel and prosecuting attorney. At this time, the Commission has determined that the foregoing positions are receiving adequate compensation for work performed and such compensation preserves a sensible relationship with the salary of other city employees.
7. Since the Commission adopted a recommendation of no salary adjustments for all elected and appointed officials, the original recommendation and exceptions of the PIG were not deliberated.

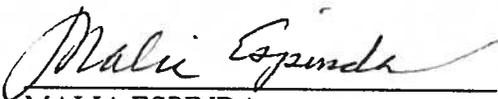
The above findings of fact will be forwarded to the Mayor and the City Council of the City and County of Honolulu by May 1, 2020.



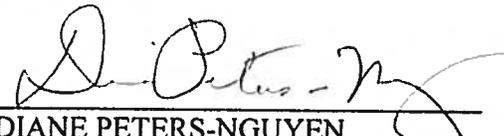
KEVIN SAKAMOTO, CHAIR



BRIAN TAMAMOTO, VICE-CHAIR



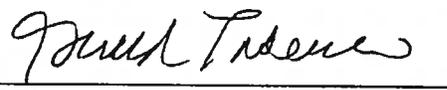
MALIA ESPINDA



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DEE WAKABAYASHI



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CLAIRE YUEN