

Salary Commission

CITY AND COUNTY OF HONOLULU

530 South King Street, Room 202M • Honolulu, Hawaii 96813

Jim Donovan, Chair
Arthur Wong, Vice-Chair
Brian Ahakuelo, Commissioner
Sara Buehler, Commissioner
Lee Donohue, Commissioner
Paul Oshiro, Commissioner
Kevin Sakamoto, Commissioner

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2012 APR 27 AM 10:23

April 27, 2012

The Honorable Ernest Martin, Chair
and Members of the City Council
City and County of Honolulu
Honolulu Hale
Honolulu, Hawaii 96813

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CITY COUNCIL
HONOLULU, HAWAII

Dear Chair Martin and Councilmembers:

Pursuant to the Revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, the Salary Commission hereby submits its 2012 Resolution and Findings of Facts, approved and signed by the Salary Commissioners, relating to the salaries of various elected and appointed officials of the City and County of Honolulu.

The members of the 2012 Salary Commission would like to express their appreciation for your support and confidence.

Sincerely,

Jim Donovan, Chair
Salary Commission
City and County of Honolulu

JD/ck
Attachment

RESOLUTION OF THE 2012 SALARY COMMISSION

APRIL 27, 2012

ESTABLISHING SALARIES AND SALARY SCHEDULES IN ACCORDANCE WITH THE REVISED CHARTER OF THE CITY AND COUNTY OF HONOLULU 1973 (2000 EDITION)

WHEREAS, The Revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, provides for a salary commission which is empowered to establish the salaries of all elected officials, including the mayor, councilmembers and prosecuting attorney, and the following appointed officials: managing director, deputy managing director, department heads, deputy department heads, and band director, and salary schedules for the deputies of the corporation counsel and prosecuting attorney; and

WHEREAS, said Section 3-122 further provides that the salary commission shall convene annually no later than the first day of February, and shall, after public hearing, establish salaries and salary schedules no later than the first day of May subsequent thereto; and

WHEREAS, said Section 3-122 further provides that the salary 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; and

WHEREAS, said Section 3-122 further provides that any action of the commission altering salaries shall be by resolution accompanied by findings of facts and that said resolution shall be forwarded to the mayor and the council but shall take effect without their concurrence sixty calendar days after its adoption unless rejected by a three-quarters vote of the council's entire membership; and

WHEREAS, the commission has this day adopted findings of facts which are attached hereto and incorporated herein by reference; now, therefore,

BE IT RESOLVED by the 2012 Salary Commission of the City and County of Honolulu

- I. That the salaries of all elected officials including Council Chair, Councilmembers, and Prosecuting Attorney, but excluding the Mayor (by his request), shall be increased by 3%, and the salaries shall be as follows:

Council Chair	\$60,354
Councilmembers	\$54,019
Prosecuting Attorney	\$133,191

2. That the salaries of the following appointed officials shall be increased by 3%, and the salaries shall be as follows:

Managing Director	\$130,534
Deputy Managing Director	\$123,724
First Deputy Prosecuting Attorney	\$122,957
Department Heads (except the Medical Examiner, Royal Hawaiian Band Director, Police and Fire Chiefs)	\$121,894
Deputy Department Heads (except the Deputy Medical Examiner and Police and Fire Deputy Chiefs)	\$115,677

3. That the salary of the Chief of Police shall be increased by 5.5%, and the salary shall be as follows:

Police Chief	\$143,729
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4. That the salaries of the Deputy Police Chiefs shall be increased by 5.5%, and the salaries shall be as follows:

Deputy Police Chiefs	\$137,082
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5. That the salary of the Fire Chief shall be increased by 4%, and the salary shall be as follows:

Fire Chief	\$141,685
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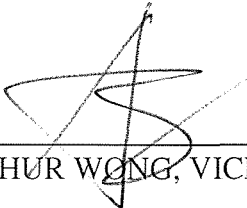
6. That the salary of the Deputy Fire Chief shall be increased by 4%, and the salary shall be as follows:

Deputy Fire Chief	\$135,133
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IN WITNESS WHEREOF, the undersigned members of the 2012 Salary Commission have signed this Resolution as of 27th April 2012, and transmitted it together with their findings of facts attached hereto to the Council of the City and County of Honolulu this 27th day of April 2012.



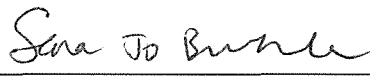
JIM DONOVAN, CHAIR



ARTHUR WONG, VICE-CHAIR



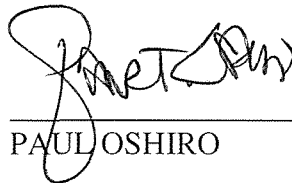
BRIAN AHAKUELO



SARA BUEHLER



LEE DONOHUE



PAUL OSHIRO



KEVIN SAKAMOTO

FINDINGS OF FACTS BY THE 2012 SALARY COMMISSION

APRIL 27, 2012

Pursuant to the Revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, the 2012 Salary Commission hereby makes the following findings of facts in support of its decision to establish the salaries of various elected and appointed officials of the City and County of Honolulu:

1. The 2012 Salary Commission has publicly solicited testimonies regarding salaries of the City and County of Honolulu's elected officials and the following appointed officials: managing director, deputy managing director, department heads, deputy department heads, and band director, and salary schedules for the deputies of the corporation counsel and prosecuting attorney, and now makes its final recommendations.
2. The 2012 Salary Commission finds that an inversion of salaries exists between department and deputy department heads and the highest paid subordinate in the department, where the salaries of certain subordinates are higher than the department and deputy department heads, including Police and Fire Chiefs and their Deputy Chiefs.
3. The 2012 Salary Commission created a permitted interactive group or "ad hoc committee" pursuant to Hawaii Revised Statutes Section 92-2.5 on January 27, 2012; the ad hoc committee provided its recommendations on March 14, 2012; and on March 27, 2012, the Salary Commission conducted its deliberations and decisionmaking on the ad hoc committee's recommendations.
4. In the Public Hearing held on April 18, 2012, the 2012 Salary Commission voted to recommend the following salary increases, in accordance with the principles of adequate compensation for work performed, and preservation of a sensible relationship with the salaries of other city employees, and based on testimonies provided at the Salary Commission public meetings:
 - A. A 3% increase for the salaries of all elected officials, including the City Council Chair, City Councilmembers, Prosecuting Attorney, but excluding the Mayor (by his request), as follows:

Council Chair	\$60,354
Councilmembers	\$54,019
Prosecuting Attorney	\$133,191

- B. A 3% increase for the salaries of the following appointed officials: Managing Director, Deputy Managing Director, Department Heads and Deputy Department Heads, but excluding the Medical Examiner, Deputy Medical Examiner, the Royal Hawaiian Band Director, the Police and Fire Chiefs and their Deputy Chiefs, as follows:

Managing Director	\$130,534
Deputy Managing Director	\$123,724
First Deputy Prosecuting Attorney	\$122,957
Department Heads (except the Medical Examiner, Royal Hawaiian Band Director, Police and Fire Chiefs)	\$121,894
Deputy Department Heads (except the Deputy Medical Examiner and Police and Fire Deputy Chiefs)	\$115,677

- C. A 5.5% increase for the salaries of the Chief of Police and Deputy Police Chiefs, as follows:

Police Chief	\$143,729
Deputy Police Chiefs	\$137,082

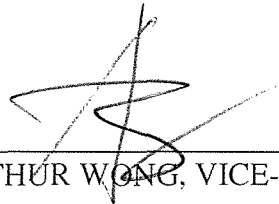
- D. A 4% increase for the salaries of the Fire Chief and Deputy Fire Chief, as follows:

Fire Chief	\$141,685
Deputy Fire Chief	\$135,133

The above findings of facts shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the Council of the City and County of Honolulu this 27th day of April 2012.



JIM DONOVAN, CHAIR



ARTHUR WONG, VICE-CHAIR



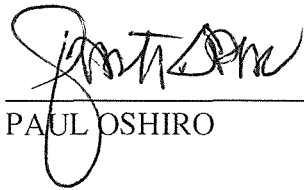
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