

## RESOLUTION OF THE 2009 SALARY COMMISSION

### ESTABLISHING SALARY 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 salary 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 salary 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 salary shall be by resolution accompanied by findings of fact 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 fact which are attached hereto and incorporated herein by reference; now, therefore,

BE IT RESOLVED by the 2009 Salary Commission of the City and County of Honolulu:

1. That the salaries of the Mayor, Council Chair, and Councilmembers, Managing Director, Deputy Managing Director, Department Heads, Deputy Department Heads, Band Director, Deputies of the Prosecuting Attorney shall not be increased at this time.
2. That the minimum and maximum salaries in the LS level salary schedule range, relating to Deputies of the Corporation Counsel, shall be updated as follows:

Salary Range      LS with 0-10 years experience      \$ 55,000 - \$ 95,000  
Salary Range      LS with 10+ years experience      \$ 95,000 - Salary of Corp. Counsel

IN WITNESS WHEREOF, the undersigned members of the 2009 Salary Commission have signed this Resolution as of 29<sup>th</sup> April 2009, and transmitted it together with their findings of fact attached hereto to the Council of the City and County of Honolulu this 29<sup>th</sup> day of April 2009.

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DAVID AKINA, CHAIR

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LISA A. KIM, VICE CHAIR

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LAUDRA EBER, TREASURER

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BEN ACOHIDO

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JIM DONOVAN

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PAUL OSHIRO

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AL YAMADA

## **FINDINGS OF FACT BY THE 2009 SALARY COMMISSION - APRIL 29, 2009**

Pursuant to the revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, the 2009 Salary Commission hereby makes the following findings of fact in support of its decision to establish the salaries of various elected and appointed officials of the City and County of Honolulu.

1. The salaries of the Mayor, Managing Director, Deputy Managing Director, City Council Chair, City Councilmembers, Prosecuting Attorney, Corporation Counsel, Chiefs and Deputy Chiefs of the Fire and Police Departments, Department Heads, Deputy Department Heads and salary schedules for the Deputies of the Prosecuting Attorney and Corporation Counsel, were established by the 2008 Salary Commission pursuant to its Resolution of the 2008 Salary Commission, dated April 21, 2008, and the increases recommended by the 2008 Salary Commission for these positions became effective sixty days thereafter, the City Council having taken no action on said Resolution.
2. The 2009 Salary Commission has publicly solicited for testimony and requests regarding salaries and has now made its final recommendations.
3. The 2009 Salary Commission finds that, 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, adjustments to the salaries of all elected and appointed officials are not recommended at this time as set forth in the accompanying Resolution of the 2009 Salary Commission.
4. The 2009 Salary Commission finds that depressed salaries of the Deputies of the Corporation Counsel have contributed to retention and recruiting issues.
5. The 2009 Salary Commission finds that the current Deputies of the Corporation Counsel salary range allows for salaries in excess of the Corporation Counsel's salary, but because of the lack of a salary schedule, Deputies' salaries have been strictly subject to traditional four-percent (or less) increases although these salaries are already outdated.
6. The 2009 Salary Commission further finds that 25 of 35 Corporation Counsel Deputies have more than nine years experience but until last year, less than 40% of them earned \$80,000. In June 2008, on a merit basis, salaries of Deputies of the Corporation Counsel with more than nine years of experience were raised to \$80,000 by Mayor Mufi Hanneman (as opposed to \$104,772 on Maui and \$99,241 on Hawaii).
7. The 2009 Salary Commission finds that, based on the proposed structure, the annual salaries of Deputies of the Corporation Counsel with less than 10 years of relevant civil law experience would be set, at the discretion of the Corporation

Counsel, within the range of \$55,000 and \$95,000, and the annual salaries of Deputies of the Corporation Counsel with 10 or more years of relevant civil law experience would be set, at the discretion of the Corporation Counsel, within the range of \$95,000 and the salary of the Corporation Counsel.

8. Adoption of the proposed structure would help make the Deputies of the Corporation Counsel's salaries competitive with local counterparts and would provide a salary standard, or base, useful in determining the level of funding required for Deputies' salaries and future pay increases.
9. The cap on the range (the salary of the Corporation Counsel) would reduce the current maximum Deputy salary set by the 2008 Commission (\$120,072) but would conform to the office's historic practice of capping the Deputies' salaries at that of the Corporation Counsel, as long as the Corporation Counsel's salary increases, the cap on the Deputies' salaries will increase.
10. The above findings of fact 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 29<sup>th</sup> day of April 2009.

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DAVID AKINA, CHAIR

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LISA A. KIM, VICE CHAIR

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