

## FINDINGS OF FACT BY THE 2014 SALARY COMMISSION

APRIL 29, 2014

Pursuant to the Revised Charter of the City and County of Honolulu 1973 (2000 Edition), Section 3-122, the 2014 Salary Commission hereby makes the following findings of fact in support of its decision to establish the salaries of elected and appointed officials of the City and County of Honolulu:

1. The 2014 Salary Commission has publicly solicited testimonies regarding salaries of the City and County of Honolulu's elected officials and the following appointed officials: mayor, councilmembers, prosecuting attorney, first deputy prosecuting attorney, managing director, deputy managing director, department heads, deputy department heads, police chief, deputy police chiefs, fire chief, deputy fire chief, medical examiner, band director, and salary schedules for the deputies of the corporation counsel and prosecuting attorney, and now makes its final recommendations.
2. The 2014 Salary Commission also finds that inversion of salaries continues to exist in departments, where the highest paid subordinates' salaries are higher than the department and deputy department heads; however, that the Salary Commission elects to remedy the inversions incrementally over the years.
3. The 2014 Salary Commission created a permitted interactions group ("PIG") pursuant to Hawaii Revised Statutes Section 92-2.5 on January 28, 2014; the PIG provided its recommendations on March 4, 2014; and on April 15, 2014, the Salary Commission conducted its deliberations and decision making on the PIG's recommendations, accepting in part PIG's recommendations.
4. The Salary Commission convened on April 15, 2014 and voted affirmatively on the following proposed salary increases/salaries for elected and appointed officials:

Mayor: 8%

Councilmembers: 8%

Prosecuting Attorney: 8%

First Deputy Prosecuting Attorney: 8%

Managing Director: 8%

Deputy Managing Director: 8%

Department Heads (except Police and Medical Examiner): 8%

Police Chief: 8.4%

Medical Examiner: 2%

Deputy Department Heads (except Police and Medical Examiner): 8%

Deputy Police Chiefs: 8.4 %

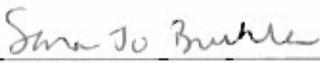
Deputy Medical Examiner: 2%  
 Band Director: 2%  
 Schedules of salaries of the deputies of Corporation Counsel and  
 Prosecuting Attorney: 8%

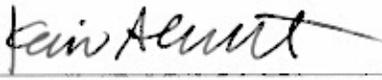
5. In the Public Hearing held on April 29, 2014, the 2014 Salary Commission voted to establish the following salaries, in accordance with the principles of adequate compensation for work performed, and preservation of a sensible relationship with the salaries of other city employees, and based on testimonies provided at the Salary Commission public meetings:

<b>Position</b>	<b>2014 proposed salaries</b>	<b>Percentage increase</b>
Mayor	\$153,240	8.000677%
Council Chair	\$63,288	8.007373%
Councilmember	\$56,640	7.996797%
Prosecuting Attorney	\$145,248	7.994290%
Managing Director	\$146,592	7.991513%
Deputy Managing Director	\$138,960	8.002238%
Department Heads, except Police, Fire, Medical Examiner	\$136,920	8.008330%
Police Chief	\$164,376	8.404558%
Fire Chief	\$159,144	7.996743%
Medical Examiner	\$255,000	1.996736%
Deputy Department Heads, except Prosecutor's Office, Police, Fire, Medical Examiner	\$129,936	7.999202%
First Deputy Prosecuting Attorney	\$138,096	7.995495%
Deputy Police Chiefs	\$156,768	8.396947%
Deputy Fire Chief	\$151,776	7.991803%
Deputy Medical Examiner	\$204,024	2.003840%
Band Director	\$120,792	2.006486%

Schedule of salaries of the deputies of the Corporation Counsel:		
Deputies with 0-10 years of experience:	\$61,776 - \$106,704;	8.015107% - 7.991255%
Deputies with 10+ years experience:	\$106,704 – Salary of the Corporation Counsel (Department Head)	7.991255%
Schedule of salaries of the deputies of the Prosecuting Attorney:	\$48,576 - \$134,856	8.004268% - 7.995387%

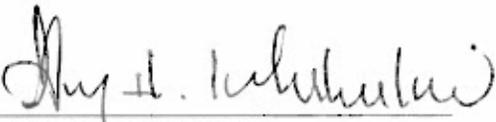
The above findings of fact shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the Council of the City and County of Honolulu this 29<sup>th</sup> day of April 2014.

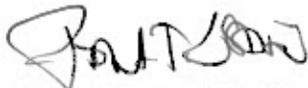
  
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SARA BUEHLER, CHAIR

  
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KEVIN SAKAMOTO, VICE-CHAIR

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BRIAN AHAKUELO

  
\_\_\_\_\_  
LEE DONOHUE

  
\_\_\_\_\_  
GUY KAULUKUKUI

  
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PAUL OSHIRO

  
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DIANE PETERS-NGUYEN