

## FINDINGS OF FACT BY THE 2015 SALARY COMMISSION

APRIL 21, 2015

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (2000 ed.), the 2015 Salary Commission hereby makes the following findings of fact in support of its decision to establish the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu to be effective prospectively from the first day of the fiscal year subsequent to their adoption by this Commission:

1. The 2015 Salary Commission solicited public testimony 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 the salary schedules for the deputies of the corporation counsel and prosecuting attorney.
2. Based on information provided to it by the Department of Human Resources, the 2015 Salary Commission finds that "inversion" of salaries continues to exist in certain department, where the highest paid "exempt management" subordinates' salaries are higher than the department and deputy department heads. The 2015 Salary Commission, however, believes that remedying the inversion incrementally over the years is in the best interest of the City and County of Honolulu.
3. In order to streamline the review of existing and recommended salary adjustments, the 2015 Salary Commission created a permitted interaction group ("PIG") pursuant to Haw. Rev. Stat. § 92-2.5 on January 30, 2015. The PIG provided its recommendations to the Salary Commission on March 17, 2015. The PIG recommended a 5.5% increase for the police chief, deputy police chiefs, fire chief, deputy fire chief, and an "across the board" 2.5% increase for all other elected and appointed employees. The 2015 Salary Commission scheduled a public hearing to allow public testimony on the PIG's recommendations to be held on April 14, 2015.
4. At the public hearing held on April 14, 2015, Commissioner Tajiri moved to amend the PIG's recommendations from 2.5% to 5% for all elected officials and appointed employees, except for the police chief, deputy police chiefs, fire chief, deputy fire chief. The Commission voted to allow the motion to amend to proceed after another public hearing to allow public testimony on the proposed 5% adjustment. The 2015 Salary Commission then voted in favor of the PIG recommended 5.5% increase of the salaries of the police chief, deputy police chiefs, fire chief, deputy fire chief 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 hearings.

5. The 2015 Salary Commission convened for a public hearing on April 21, 2015, and following an executive session, the majority of Commissioners voted affirmatively in support of all of the PIG's original recommendations on the following salaries and salary schedules for elected officials and appointed employees:

<b>Position</b>	<b>2015 Proposed Salaries</b>	<b>Percentage increase</b>
Mayor	\$157,080	2.505873%
Council Chair	\$64,872	2.502844%
Councilmember	\$58,056	2.500000%
Prosecuting Attorney	\$148,872	2.495043%
Managing Director	\$150,264	2.504912%
Deputy Managing Director	\$142,440	2.504318%
Department Heads, except Police, Fire, Medical Examiner	\$140,352	2.506573
Police Chief*	\$173,424	5.504453%
Fire Chief*	\$167,904	5.504449%
Medical Examiner	\$261,384	2.503529
Deputy Department Heads, except Prosecutor's Office, Police, Fire, Medical Examiner	\$133,176	2.493535%
First Deputy Prosecuting Attorney	\$141,552	2.502607%
Deputy Police Chiefs*	\$165,384	5.496020%
Deputy Fire Chief*	\$160,128	5.502846%
Deputy Medical Examiner	\$209,136	2.505588%
Band Director	\$123,816	2.503477%

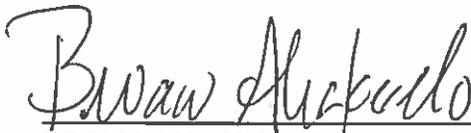
Position	2015 Proposed Salaries	Percentage increase
Schedule of salaries of the deputies of the Corporation Counsel:		
Deputy with 0-10 years of experience:	\$63,312 – 109,368	2.486403% - 2.496626%
Deputies with 10+ years experience	\$109,368 – Salary of Corp. Counsel	2.496626%
Schedule of salaries of the deputies of the Prosecuting Attorney	\$49,800 – 138,216	2.519763% - 2.491547%

\* The 5.5% salary increase for the police chief, deputy police chiefs, fire chief, deputy fire chief was approved by the 2015 Salary Commission on April 14, 2015.

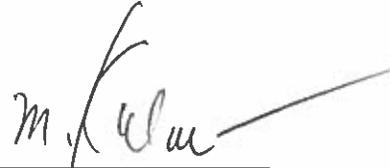
The above findings of fact shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the Council of the City and County of Honolulu this 21<sup>st</sup> day of April 2015.

  
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 SARA BUEHLER, CHAIR

  
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 KEVIN SAKAMOTO, VICE-CHAIR

  
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 BRIAN AHAKUELO

  
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 LEE DONOHUE

  
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 MERLE KELAI

  
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 DIANE PETERS-NGUYEN

**REFUSED**  
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 GUY TAJIRI