

**REPORT of the PERMITTED INTERACTION GROUP to the SALARY COMMISSION
Commissioners Kubo & Hayakawa - February 24, 2022**

In order to streamline its annual review of the salaries, the Salary Commission ("Commission") created a permitted interaction group ("PIG") pursuant to the Hawaii Revised Statutes Section 92-2.5, at its meeting on February 1, 2022. The PIG provided its report to the Commission on February 24, 2022, recommending no salary increases for all elected and appointed positions covered by the Commission.

Traditionally, the salary increases awarded for the counterpart collective Bargaining Unit 13 is utilized as a benchmark to grant salary increases for the Excluded Managerial employees, and for the salaries covered by the Commission. No salary increases were negotiated for Bargaining Unit 13 effective July 1, 2021 and it is unknown at this time if any increases will be negotiated effective July 1, 2022.

The PIG believes its recommendation of no salary increases are consistent with the principles of adequate compensation for work performed and the preservation of a sensible relationship with other City employees.

While no salary increases is recommended, the PIG acknowledges the contributions of those who occupy these positions for their individual and collective efforts in carrying out their duties and responsibilities to the fullest extent which benefits all residents of the City and County of Honolulu

The PIG's proposed no increase to salaries and salary schedules for FY 2022-2023, as presented at the February 24, 2022 meeting of the Salary Commission, are set forth below:

FY2023 Salary Chart w/ Proposed No Increase

Position	Current Salaries	FY 2023 Proposed Salaries	Percent Increase (%)
Mayor	\$186,432	\$186,432	0%
Council Chair	\$76,968	\$76,968	0%
Councilmember	\$68,904	\$68,904	0%
Prosecuting Attorney	\$176,688	\$176,688	0%
Managing Director	\$178,320	\$178,320	0%
Deputy Managing Director	\$169,056	\$169,056	0%
Department Heads, except Police Chief, Fire Chief, Medical Examiner, Corporation Counsel	\$166,560	\$166,560	0%
Police Chief	\$205,800	\$205,800	0%
Fire Chief	\$199,272	\$199,272	0%
Medical Examiner	\$310,200	\$310,200	0%

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Position	Current Salaries	FY 2023 Proposed Salaries	Percent Increase (%)
Deputy Department Heads, except Prosecutor's Office, Police, Fire, Medical Examiner	\$158,040	\$158,040	0%
First Deputy Prosecuting Attorney	\$168,000	\$168,000	0%
Deputy Police Chiefs	\$196,296	\$196,296	0%
Deputy Fire Chief	\$190,032	\$190,032	0%
Deputy Medical Examiner	\$273,024	\$273,024	0%
Band Director	\$146,952	\$146,952	0%
Corporation Counsel	\$171,336	\$171,336	0%
Schedule of salaries of the deputies of the Corporation Counsel:			
First Deputy Corporation Counsel	\$158,040	\$158,040	0%
Deputy (LS) Corp. Counsel	\$75,144-166,560	\$75,144-166,560	0%
Schedule of salaries of the deputies of the Prosecuting Attorney	\$59,112-164,016	\$59,112-164,016	0%