

DEPARTMENT OF HUMAN RESOURCES

CITY AND COUNTY OF HONOLULU

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RICK BLANGIARDI
MAYOR



FLORENCIO C. BAGUIO, JR.
ACTING DIRECTOR

LISSA M. LAU
ACTING ASSISTANT
DIRECTOR

January 28, 2022

Mr. Brian Tamamoto, Acting Chair
and Members of the Salary Commission
City and County of Honolulu
530 South King Street
Honolulu, Hawaii 96813

Dear Acting Chair Tamamoto and Members:

We are transmitting the attached information for your deliberations.

Attachment A: Current Salary Schedule for Elected and Appointed Officials of the City and County of Honolulu

Attachment B: Current Salary Schedule for the Deputy Attorneys assigned to the Departments of the Prosecuting Attorney and Corporation Counsel

Attachment C: Salaries of Elected and Appointed Officials in Hawaii

Attachment D: Comparison of City and other County Departments

Attachment E: Salary History of Selected Elected and Appointed Officers of the City and County of Honolulu

Attachment E-1: Chart – Selected Elected and Appointed Officers and Excluded Managers

Attachment F: Comparison of EM 08 Maximum Rate and Department and Deputy Department Heads

Attachment G: Total Number of Employees and the Salary Rates of Those Which Exceed that of their Director and/or Deputy

Attachment H: Bargaining Unit Wage Settlements and Excluded Managerial Employee Increases

Attachment I: Consumer Price Index–Urban for the City and County of Honolulu

Attachment I-1: Charts - Consumer Price Index–Urban for the City and County of Honolulu

**DEPT. COM. 268
SALARY**

Mr. Brian Tamamoto, Acting Chair
and Members
Salary Commission
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Attachment I-2: Consumer Price Index–Urban Forecast for the State of Hawaii

Attachment J: Salary Costs – Current and Projected

Please contact me at 768-8500 if you need further information or have any questions.

Sincerely,

A handwritten signature in black ink, appearing to be 'F. Baguio, Jr.', with a large, stylized flourish extending to the left.

Florencio C. Baguio, Jr.
Acting Director

Attachments

SALARIES OF ELECTED & APPOINTED OFFICIALS

Effective July 1, 2021

	Annual Salary	Monthly Salary
Mayor	\$186,432	\$15,536
Prosecuting Attorney	\$176,688	\$14,724
First Deputy Prosecuting Attorney	\$168,000	\$14,000
Council Chair	\$76,968	\$6,414
Council Member	\$68,904	\$5,742
Managing Director	\$178,320	\$14,860
Deputy Managing Director	\$169,056	\$14,088
Department Head, except:	\$166,560	\$13,880
Police	\$205,800	\$17,150
Fire	\$199,272	\$16,606
Royal Hawaiian Band	\$146,952	\$12,246
Corporation Counsel	\$171,336	\$14,278
Medical Examiner	\$310,200	\$25,850
Deputy Department Head, except:	\$158,040	\$13,170
Police	\$196,296	\$16,358
Fire	\$190,032	\$15,836
First Deputy Corporation Counsel	\$158,040	\$13,170
Medical Examiner	\$273,024	\$22,752

Reference: In accordance with Salary Commission Resolution dated April 15, 2021, submitted under Council Communication No. 164 (2021), no changes were made to the existing salary rates/ranges for the fiscal year beginning July 1, 2021.

SALARY SCHEDULE PROSECUTING ATTORNEYS & CORPORATION COUNSEL

Effective July 1, 2021

	Annual	
	<i>Minimum</i>	<i>Maximum</i>
Prosecuting Attorney	\$176,688	
First Deputy Prosecuting Attorney	\$168,000	
Corporation Counsel	\$171,336	
First Deputy Corporation Counsel	\$158,040	
Deputy (LS) Corp. Counsel	\$75,144	\$166,560
Deputy Prosecuting Attorney	\$59,112	\$164,016

Reference: In accordance with Salary Commission Resolution dated April 15, 2021, submitted under Council Communication No. 164 (2021), no changes were made to the existing salary rates/ranges for the fiscal year beginning July 1, 2021.

COMPARISON OF EXECUTIVE PAY RATES FOR STATE AND COUNTIES

	STATE	C&C HONOLULU	HAWAII	MAUI	KAUAI ^{^^}
EFFECTIVE DATES EXCEPT AS NOTED:	7/1/2019 [^]	7/1/2021	7/1/2021	7/1/2021	7/1/2019
POSITION					
GOVERNOR	\$165,048				
LT. GOVERNOR	\$162,552				
MAYOR		\$186,432	\$162,582	\$151,979	\$142,062
M.D./ADMIN.ASS'T	\$162,552	\$178,320	\$153,612	\$148,714	\$137,022
DEPUTY MANAGING DIRECTOR		\$169,056	\$132,744	\$133,842	
ATTORNEY GENERAL/ PROSECUTING ATTORNEY	\$162,552	\$176,688	\$153,228	\$149,507	\$137,022
1ST DEPUTY AG/P.A.	\$141,420 - \$149,544	\$168,000	\$145,968	\$142,031	\$123,318
DEPUTIES A/G, Pros Atty & Corp Counsel		\$75,144 - \$166,560 CORP COUNSEL \$59,112 - \$164,016 PROSECUTING ATTORNEY	\$79,656 - \$132,156 PROSECUTING ATTORNEY \$76,620 - \$128,712 CORP COUNSEL	\$57,007.60 - \$136,073 (eff. 7/1/21)	\$117,912 PA, CC
DEPT. HEADS					
	\$162,552 BUDGET & FINANCE	\$310,200 MEDICAL EXAMINER	\$153,270 POLICE	\$158,851 POLICE, FIRE	\$137,022 POLICE, FIRE, COUNTY ATTORNEY, PUBLIC WKS (incl ENV), WATER
	\$154,812 DAGS, DBEDT, DCCA DHHL, DHRD, DHS, DLIR, DLNR DOA, DOH, DOT, PSD, TAX	\$205,800 POLICE	\$153,228 CORP COUNSEL	\$149,507 CORP COUNSEL	
		\$199,272 FIRE	\$151,200 FIRE (incl Emergency Medical Services & Ocean Safety)	\$146,277 PUBLIC WORKS, ENVIRONMENTAL SERVICES	\$128,460 FINANCE, PLANNING, PARKS
		\$191,432* WATER (eff: 7/1/19)	\$147,700* WATER (eff: 1/1/20)	\$142,760 WATER	\$123,318 HOUSING, HUMAN RESOURCES
		\$171,336 CORP COUNSEL	\$132,744 ENVIRONMENTAL SERVICES, PLANNING	\$139,133 LIQUOR	\$117,912 ECONOMIC DEV, LIQUOR
		\$166,560 ALL OTHERS	\$132,726 BUDGET & FINANCE	\$137,753 FINANCE	
		\$146,952 ROYAL HAWAIIAN BAND	\$132,582 PUBLIC WORKS	\$137,347 PLANNING	
			\$128,760 PARKS	\$135,046 PARKS	
			\$128,628 HUMAN RESOURCES	\$134,234 HOUSING & HC	
			\$126,420 INFO TECH, LIQUOR, HOUSING, RESEARCH & DEV	\$133,964 HUMAN RESOURCES	
				\$126,386 TRANSPORTATION	

*Salary set by Water Board

[^] Salary increases for State Executive Branch and Legislative Branch were deferred until January 1, 2023 (SB 1350, 2021 session).

^{^^} Salaries for the County of Kauai reflect the maximum salary each position may be compensated at. The respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the maximum salary.

COMPARISON OF EXECUTIVE PAY RATES FOR STATE AND COUNTIES

	STATE	C&C HONOLULU	HAWAII	MAUI	KAUAI^^
EFFECTIVE DATES EXCEPT AS NOTED:	7/1/2019^	7/1/2021	7/1/2021	7/1/2021	7/1/2019
POSITION					
DEPUTIES					
	\$141,420 - \$149,544 BUDGET & FINANCE	\$273,024 MEDICAL EXAMINER	\$145,968 POLICE, CORP COUNSEL	\$150,908 POLICE, FIRE	\$123,318 POLICE, FIRE, FINANCE, PARKS, WATER, 1ST DEP CORP COUNSEL, PUBLIC WORKS
	\$134,676 - \$142,416 DAGS, DBEDT, DCCA DHHL, DHRD, DHS, DLIR, DLNR DOA, DOH, DOT, PSD, TAX	\$196,296 POLICE	\$143,640 FIRE (incl Emergency Medical Services & Ocean Safety)	\$142,031 CORP COUNSEL	
		\$190,032 FIRE	\$140,666* WATER (eff: 1/1/20)	\$131,650 PUBLIC WORKS, ENVIRONMENTAL SERVICES	\$117,912 PLANNING
		\$181,861* WATER (eff: 7/1/19)	\$126,420 ENVIRONMENTAL SERVICES, PLANNING	\$127,426 WATER	
		\$158,040 ALL OTHERS	\$126,402 BUDGET & FINANCE	\$125,219 LIQUOR	
			\$126,264 PUBLIC WORKS	\$123,977 FINANCE	
			\$122,628 PARKS, HUMAN RESOURCES	\$123,613 PLANNING	
			\$113,778 RESEARCH & DEV	\$121,542 PARKS	
				\$120,811 HOUSING & HC	
				\$120,567 HUMAN RESOURCES	
				\$113,747 TRANSPORTATION	
SPEAKER/PRESIDENT MEMBERS HOUSE/SENATE	1/1/2018^ \$70,104 \$62,604				
CHAIRPERSON COUNCIL MEMBERS		7/1/2021 \$76,968 \$68,904	7/1/2021 \$77,016 \$70,008	7/1/2021 \$82,225 \$76,475	12/1/2020 \$76,452 \$67,956

*Salary set by Water Board

^ Salary increases for State Executive Branch and Legislative Branch were deferred until January 1, 2023 (SB 1350, 2021 session).

^^ Salaries for the County of Kauai reflect the maximum salary each position may be compensated at. The respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the maximum salary.

COMPARISON OF CITY AND OTHER COUNTY DEPARTMENTS

CITY DEPARTMENTS	COUNTY	CURRENT SALARY	NO. OF POSITIONS ^(1,2,3,4)	OPERATING BUDGET
MAYOR	HONOLULU	\$186,432	6	\$769,863
	HAWAII	\$162,582		
	MAUI	\$151,979		
	KAUAI	\$142,062		
MANAGING DIRECTOR'S OFFICE	HONOLULU	\$178,320	50	\$10,525,094
Neighborhood Commission	HONOLULU	*	14	\$814,088
	HAWAII	\$153,612	20	\$1,748,237
	MAUI	\$148,714	69	\$15,314,361
Administrative Assistant	KAUAI	\$137,022	18	\$3,058,318
BUDGET & FISCAL SVCS (incl Liquor Commission)	HONOLULU	\$166,560	380	\$25,938,652
CUSTOMER SERVICES SCH & Motor Veh Regis	HONOLULU	\$166,560	299.50	\$25,114,366
Finance	HAWAII	\$132,726	150	\$13,958,732
Finance	MAUI	\$137,753	164.80	\$59,787,832
Finance	KAUAI	\$128,460	87	\$13,896,878
CORP COUNSEL	HONOLULU	\$171,336	108	\$12,429,921
	HAWAII	\$153,228	28	\$3,201,950
	MAUI	\$149,507	37.50	\$4,287,503
	KAUAI	\$137,022	19	\$3,424,876
COMMUNITY SERVICES	HONOLULU	\$166,560	264.50	\$144,227,484
Housing	HAWAII	\$126,420	55	\$28,268,528
Housing/Human Concerns	MAUI	\$134,234	153.30	\$76,890,255
Community Assistance**	KAUAI	\$123,318	29	\$7,864,098
DESIGN & CONSTRUCTION	HONOLULU	\$166,560	196	\$17,940,350
FACILITY MAINTENANCE	HONOLULU	\$166,560	855.50	\$101,322,005
ENVIRONMENTAL SVCS	HONOLULU	\$166,560	1,174	\$304,926,767
Public Works***	HAWAII	\$132,582	395	\$45,948,889
Environmental Mgt	HAWAII	\$132,744	208	\$51,586,712
Public Works	MAUI	\$146,277	305.30	\$50,411,781
Environmental Mgt	MAUI	\$146,277	244	\$88,082,414
Public Works (incl wastewater; solid waste)	KAUAI	\$137,022	270	\$75,027,250
EMERGENCY MANAGEMENT***	HONOLULU	*	15.48	\$1,298,758
FIRE	HONOLULU	\$199,272	1,189.50	\$138,238,105
EMERGENCY SERVICES Ambulance & Ocean Safety	HONOLULU	\$166,560	588.75	\$59,816,190
Fire	HAWAII	\$151,200	492	\$52,500,902
Fire	MAUI	\$158,851	390	\$48,017,084
Fire	KAUAI	\$137,022	213	\$35,822,287

COMPARISON OF CITY AND OTHER COUNTY DEPARTMENTS

CITY DEPARTMENTS	COUNTY	CURRENT SALARY	NO. OF POSITIONS ^(1,2,3,4)	OPERATING BUDGET
HUMAN RESOURCES	HONOLULU	\$166,560	88	\$7,010,764
Civil Service	HAWAII	\$128,628	30	\$2,328,037
Personnel Services	MAUI	\$133,964	20	\$1,889,383
Personnel	KAUAI	\$123,318	23	\$3,007,416
INFO & TECHNOLOGY	HONOLULU	\$166,560	154	\$23,453,723
Data Systems	HAWAII	\$126,420	21	\$3,710,696
LAND MANAGEMENT	HONOLULU	\$166,560	28	\$3,363,996
MEDICAL EXAMINER'S	HONOLULU	\$310,200	25	\$3,565,360
PARKS & REC	HONOLULU	\$166,560	1,188.34	\$85,910,924
ENTERPRISE SERVICES				
Zoo, Golf, NBC & Waikiki Shell	HONOLULU	\$166,560	313.27	\$24,178,687
Parks & Rec	HAWAII	\$128,760	425	\$30,791,955
Parks & Rec	MAUI	\$135,046	432.40	\$36,439,549
Parks & Rec	KAUAI	\$128,460	197	\$23,282,512
PLANNING & PERMITTING	HONOLULU	\$166,560	355	\$24,764,864
Planning	HAWAII	\$132,744	68	\$6,203,355
Planning	MAUI	\$137,347	83	\$7,674,359
Planning	KAUAI	\$128,460	30	\$3,093,020
POLICE	HONOLULU	\$205,800	2,841.96	\$300,165,074
Police	HAWAII	\$153,270	757	\$75,033,357
Police	MAUI	\$158,851	560.20	\$68,635,759
Police	KAUAI	\$137,022	236	\$40,230,866
PROS ATTORNEY	HONOLULU	\$176,688	298.50	\$24,858,281
Pros Attorney	HAWAII	\$153,228	119	\$10,475,473
Pros Attorney	MAUI	\$149,507	91.50	\$9,358,562
Pros Attorney	KAUAI	\$137,022	47	\$5,307,943
ROYAL HAWAIIAN BAND⁽⁵⁾	HONOLULU	\$146,952	41.50	\$2,369,606
TRANSPORTATION SERVICES	HONOLULU	\$166,560	150	\$342,523,264
Transportation	MAUI	\$126,386	9	\$27,866,642

NOTES:

*Salary not set by the Salary Commission

**Includes AEA, Housing, Recreation, Transportation

***New department effective 7/1/07

(1) For the City, the total number of positions (FTE) budgeted for the fiscal year is reflected.

(2) For the County of Maui, the number of positions is reflected.

(3) For the County of Hawaii, the number of funded positions is reflected (contractual/student funded positions not included).

(4) For the County of Kauai, the number of positions funded under the budget is reflected.

(5) Although the County of Hawaii has a municipal band, it is assigned to their Parks & Recreation department. The Band Director is a civil service employee.

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU**

	Jan-88	Jul-88	Jul-89	Sep-89	Jul-90	Jul-91	Jul-92	Jul-93	Jul-94	Jul-97
MAYOR	\$78,333	\$82,500	\$84,725	\$84,725	\$89,000	\$89,000	\$100,000	\$100,000	\$100,000	\$102,000
\$ increase		\$4,167	\$2,225	-	\$4,275	-	\$11,000	-	-	\$2,000
% increase		5.32%	2.70%	0.00%	5.05%	0.00%	12.36%	0.00%	0.00%	2.00%
PROSECUTING ATTY	\$66,751	\$75,000	\$77,500	\$77,500	\$85,000	\$85,000	\$87,000	\$90,000	\$90,000	\$91,800
\$ increase		\$8,249	\$2,500	-	\$7,500	-	\$2,000	\$3,000	-	\$1,800
% increase		12.36%	3.33%	0.00%	9.68%	0.00%	2.35%	3.45%	0.00%	2.00%
COUNCIL CHAIR	\$31,333	\$40,000	\$42,000	\$42,000	\$42,000	\$42,000	\$45,500	\$45,500	\$45,500	\$46,410
\$ increase		\$8,667	\$2,000	-	-	-	\$3,500	-	-	\$910
% increase		27.66%	5.00%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	2.00%
COUNCIL MEMBER	\$27,573	\$33,000	\$35,000	\$35,000	\$35,000	\$35,000	\$38,500	\$38,500	\$38,500	\$39,270
\$ increase		\$5,427	\$2,000	-	-	-	\$3,500	-	-	\$770
% increase		19.68%	6.06%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	2.00%
MANAGING DIR.	\$74,416	\$74,416	\$74,416	\$80,488	\$84,550	\$84,550	\$84,550	\$95,000	\$95,000	\$96,900
\$ increase		-	-	\$6,072	\$4,062	-	-	\$10,450	-	\$1,900
% increase		0.00%	0.00%	8.16%	5.05%	0.00%	0.00%	12.36%	0.00%	2.00%
DEPUTY MD	\$70,696	\$70,696	\$70,696	\$76,463	\$76,463	\$80,322	\$80,322	\$90,250	\$90,250	\$92,055
\$ increase		-	-	\$5,767	-	\$3,859	-	\$9,928	-	\$1,805
% increase		0.00%	0.00%	8.16%	0.00%	5.05%	0.00%	12.36%	0.00%	2.00%
DEPARTMENT HEAD	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
POLICE⁽²⁾⁽⁷⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
FIRE⁽²⁾⁽⁷⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
MEDICAL EXAMINER⁽⁵⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
BAND⁽³⁾⁽⁴⁾	\$50,063	\$50,063	\$50,063	\$54,329	\$57,071	\$57,071	\$57,071	\$62,772	\$62,772	\$63,976
\$ increase		-	-	\$4,266	\$2,742	-	-	\$5,701	-	\$1,204
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	1.92%
DEPUTY DEPT HEAD	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
POLICE⁽²⁾⁽⁷⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
FIRE⁽²⁾⁽⁷⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
DEPUTY MED EXAM⁽⁶⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
DIRECTOR OF OIC⁽¹⁾	\$53,401	\$53,401	\$53,401	\$57,951	\$57,951	\$60,876	\$60,876	\$66,960	\$75,500	\$77,010
DIRECTOR OF MRRC⁽¹⁾	\$50,063	\$50,063	\$50,063	\$54,329	\$57,071	\$57,071	\$57,071	\$62,772	\$62,772	\$63,976

(1) As a result of the 1998 City-wide reorganization, the organizational units under these directors were absorbed by the new Department of Customer Services.

(2) The 2000 Salary Commission established a two-tiered level of compensation for department & deputy department heads by separating Police & Fire

(3) The 2001 Salary Commission recognized the Director of Royal Hawaiian Band as a department head

(4) The 2008 Salary Commission set the Director of Royal Hawaiian Band's salary less than other department heads; thereby creating a three-tiered level of compensation for department heads

(5) The 2010 Salary Commission granted the Medical Examiner a 30% salary differential over department heads; thereby creating a four-tiered level of compensation for department heads

(6) The 2011 Salary Commission increased the Deputy Medical Examiner's salary; thereby establishing a three-tiered level of compensation for deputy

(7) The 2012 Salary Commission established a five-tiered level of compensation for department heads and a four-tiered level of compensation for deputy department heads (by setting different salary rates for Police & Fire)

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU (Cont.)**

	Jul-00	Jul-01	Jul-02	Jul-03	Jul-04	Jul-05	Jul-06	Jul-07	Jul-08	Jul-09	Jul-10
MAYOR	\$110,000	\$112,200	\$112,200	\$112,200	\$112,200	\$116,688	\$122,000	\$128,100	\$136,428	\$136,428	136,428
\$ increase	\$8,000	\$2,200	-	-	-	\$4,488	\$5,312	\$6,100	\$8,328	-	-
% increase	7.84%	2.00%	0.00%	0.00%	0.00%	4.00%	4.55%	5.00%	6.50%	0.00%	0.00%
PROSECUTING ATTY	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$118,635	\$129,312	\$129,312	129,312
\$ increase	\$3,200	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$10,785	\$10,677	-	-
% increase	3.49%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	10.00%	9.00%	0.00%	0.00%
COUNCIL CHAIR	\$47,500	\$48,450	\$48,450	\$48,450	\$48,450	\$50,388	\$52,400	\$55,020	\$58,596	\$58,596	58,596
\$ increase	\$1,090	\$950	-	-	-	\$1,938	\$2,012	\$2,620	\$3,576	-	-
% increase	2.35%	2.00%	0.00%	0.00%	0.00%	4.00%	3.99%	5.00%	6.50%	0.00%	0.00%
COUNCIL MEMBER	\$42,500	\$43,350	\$43,350	\$43,350	\$43,350	\$45,084	\$46,900	\$49,245	\$52,446	\$52,446	52,446
\$ increase	\$3,230	\$850	-	-	-	\$1,734	\$1,816	\$2,345	\$3,201	-	-
% increase	8.23%	2.00%	0.00%	0.00%	0.00%	4.00%	4.03%	5.00%	6.50%	0.00%	0.00%
MANAGING DIR.	\$105,000	\$107,100	\$107,100	\$107,100	\$107,100	\$111,384	\$115,500	\$120,699	\$126,732	\$126,732	126,732
\$ increase	\$8,100	\$2,100	-	-	-	\$4,284	\$4,116	\$5,199	\$6,033	-	-
% increase	8.36%	2.00%	0.00%	0.00%	0.00%	4.00%	3.70%	4.50%	5.00%	0.00%	0.00%
DEPUTY MD	\$100,000	\$102,000	\$102,000	\$102,000	\$102,000	\$106,080	\$109,470	\$114,396	\$120,120	\$120,120	120,120
\$ increase	\$7,945	\$2,000	-	-	-	\$4,080	\$3,390	\$4,926	\$5,724	-	-
% increase	8.63%	2.00%	0.00%	0.00%	0.00%	4.00%	3.20%	4.50%	5.00%	0.00%	0.00%
DEPARTMENT HEAD	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$118,344	\$118,344	118,344
\$ increase	\$9,626	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$5,640	-	-
% increase	11.28%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	5.00%	0.00%	0.00%
POLICE⁽²⁾⁽⁷⁾	\$98,000	\$99,960	\$104,958	\$110,206	\$110,206	\$114,624	\$119,000	\$126,141	\$136,236	\$136,236	136,236
\$ increase	\$12,626	\$1,960	\$4,998	\$5,248	-	\$4,418	\$4,376	\$7,141	\$10,095	-	-
% increase	14.79%	2.00%	5.00%	5.00%	0.00%	4.01%	3.82%	6.00%	8.00%	0.00%	0.00%
FIRE⁽²⁾⁽⁷⁾	\$98,000	\$99,960	\$104,958	\$110,206	\$110,206	\$114,624	\$119,000	\$126,141	\$136,236	\$136,236	136,236
\$ increase	\$12,626	\$1,960	\$4,998	\$5,248	-	\$4,418	\$4,376	\$7,141	\$10,095	-	-
% increase	14.79%	2.00%	5.00%	5.00%	0.00%	4.01%	3.82%	6.00%	8.00%	0.00%	0.00%
MEDICAL EXAMINER⁽⁵⁾	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$118,344	\$118,344	153,847
\$ increase	\$9,626	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$5,640	-	35,503
% increase	11.28%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	5.00%	0.00%	30.00%
BAND⁽³⁾⁽⁴⁾	\$70,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$116,088	\$116,088	116,088
\$ increase	\$6,024	\$26,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$3,384	-	-
% increase	9.42%	38.43%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	3.00%	0.00%	0.00%
DEPUTY DEPT HEAD	\$90,000	\$91,800	\$94,554	\$94,554	\$94,554	\$98,340	\$102,350	\$106,956	\$112,308	\$112,308	112,308
\$ increase	\$8,898	\$1,800	\$2,754	-	-	\$3,786	\$4,010	\$4,606	\$5,352	-	-
% increase	10.97%	2.00%	3.00%	0.00%	0.00%	4.00%	4.08%	4.50%	5.00%	0.00%	0.00%
POLICE⁽²⁾⁽⁷⁾	\$93,000	\$94,860	\$99,603	\$104,583	\$104,583	\$108,768	\$113,500	\$120,312	\$129,936	\$129,936	129,936
\$ increase	\$11,898	\$1,860	\$4,743	\$4,980	-	\$4,185	\$4,732	\$6,812	\$9,624	-	-
% increase	14.67%	2.00%	5.00%	5.00%	0.00%	4.00%	4.35%	6.00%	8.00%	0.00%	0.00%
FIRE⁽²⁾⁽⁷⁾	\$93,000	\$94,860	\$99,603	\$104,583	\$104,583	\$108,768	\$113,500	\$120,312	\$129,936	\$129,936	129,936
\$ increase	\$11,898	\$1,860	\$4,743	\$4,980	-	\$4,185	\$4,732	\$6,812	\$9,624	-	-
% increase	14.67%	2.00%	5.00%	5.00%	0.00%	4.00%	4.35%	6.00%	8.00%	0.00%	0.00%
DEPUTY MED EXAM⁽⁶⁾	\$90,000	\$91,800	\$94,554	\$94,554	\$94,554	\$98,340	\$102,350	\$106,956	\$112,308	\$112,308	112,308
\$ increase	\$8,898	\$1,800	\$2,754	-	-	\$3,786	\$4,010	\$4,606	\$5,352	-	-
% increase	10.97%	2.00%	3.00%	0.00%	0.00%	4.00%	4.08%	4.50%	5.00%	0.00%	0.00%
DIRECTOR OF OIC⁽¹⁾											
DIRECTOR OF MRRC⁽¹⁾											

(1) As a result of the 1998 City-wide reorganization, the organizational units under these directors were absorbed by the new Department of Customer Services.

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(5) The 2010 Salary Commission granted the Medical Examiner a 30% salary differential over department heads; thereby creating a four-tiered level of compensation for department heads

(6) The 2011 Salary Commission increased the Deputy Medical Examiner's salary; thereby establishing a three-tiered level of compensation for deputy department heads

(7) The 2012 Salary Commission established a five-tiered level of compensation for department heads and a four-tiered level of compensation for deputy department heads (by setting different salary rates for Police & Fire)

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU (Cont.)**

	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15	Jul-16	Jul-17	Jul-18	Jul-19	Jul-20	Jul-21
MAYOR	\$136,428	\$136,428	\$141,888	\$153,240	\$157,080	\$164,928	\$173,184	\$180,120	186,432	186,432	186,432
\$ increase	-	-	\$5,460	\$11,352	\$3,840	\$7,848	\$8,256	\$6,936	\$6,312	\$0	\$0
% increase	0.00%	0.00%	4.00%	8.00%	2.51%	5.00%	5.01%	4.00%	3.50%	0.00%	0.00%
PROSECUTING ATTY	\$129,312	\$129,312	\$134,496	\$145,248	\$148,872	\$156,312	\$164,136	\$170,712	176,688	176,688	176,688
\$ increase	-	-	\$5,184	\$10,752	\$3,624	\$7,440	\$7,824	\$6,576	\$5,976	\$0	\$0
% increase	0.00%	0.00%	4.01%	7.99%	2.50%	5.00%	5.01%	4.01%	3.50%	0.00%	0.00%
COUNCIL CHAIR	\$58,596	\$58,596	\$58,596	\$63,288	\$64,872	\$68,112	\$71,520	\$74,376	76,968	76,968	76,968
\$ increase	-	-	-	\$4,692	\$1,584	\$3,240	\$3,408	\$2,856	\$2,592	\$0	\$0
% increase	0.00%	0.00%	0.00%	8.01%	2.50%	4.99%	5.00%	3.99%	3.48%	0.00%	0.00%
COUNCIL MEMBER	\$52,446	\$52,446	\$52,446	\$56,640	\$58,056	\$60,960	\$64,008	\$66,576	68,904	68,904	68,904
\$ increase	-	-	-	\$4,194	\$1,416	\$2,904	\$3,048	\$2,568	\$2,328	\$0	\$0
% increase	0.00%	0.00%	0.00%	8.00%	2.50%	5.00%	5.00%	4.01%	3.50%	0.00%	0.00%
MANAGING DIR.	\$126,732	\$130,534	\$135,744	\$146,592	\$150,264	\$157,776	\$165,672	\$172,296	178,320	178,320	178,320
\$ increase	-	\$3,802	\$5,210	\$10,848	\$3,672	\$7,512	\$7,896	\$6,624	\$6,024	\$0	\$0
% increase	0.00%	3.00%	3.99%	7.99%	2.50%	5.00%	5.00%	4.00%	3.50%	0.00%	0.00%
DEPUTY MD	\$120,120	\$123,724	\$128,664	\$138,960	\$142,440	\$149,568	\$157,056	\$163,344	169,056	169,056	169,056
\$ increase	-	\$3,604	\$4,940	\$10,296	\$3,480	\$7,128	\$7,488	\$6,288	\$5,712	\$0	\$0
% increase	0.00%	3.00%	3.99%	8.00%	2.50%	5.00%	5.01%	4.00%	3.50%	0.00%	0.00%
DEPARTMENT HEAD	\$118,344	\$121,894	\$126,768	\$136,920	\$140,352	\$147,360	\$154,728	\$160,920	166,560	166,560	166,560
\$ increase	-	\$3,550	\$4,874	\$10,152	\$3,432	\$7,008	\$7,368	\$6,192	\$5,840	\$0	\$0
% increase	0.00%	3.00%	4.00%	8.01%	2.51%	4.99%	5.00%	4.00%	3.50%	0.00%	0.00%
POLICE⁽²⁾⁽⁷⁾	\$136,236	\$143,729	\$151,632	\$164,376	\$173,424	\$182,088	\$191,184	\$198,840	205,800	205,800	205,800
\$ increase	-	\$7,493	\$7,903	\$12,744	\$9,048	\$8,664	\$9,096	\$7,656	\$6,960	\$0	\$0
% increase	0.00%	5.50%	5.50%	8.40%	5.50%	5.00%	5.00%	4.00%	3.50%	0.00%	0.00%
FIRE⁽²⁾⁽⁷⁾	\$136,236	\$141,685	\$147,360	\$159,144	\$167,904	\$176,304	\$185,112	\$192,528	199,272	199,272	199,272
\$ increase	-	\$5,449	\$5,675	\$11,784	\$8,760	\$8,400	\$8,808	\$7,416	\$6,744	\$0	\$0
% increase	0.00%	4.00%	4.01%	8.00%	5.50%	5.00%	5.00%	4.01%	3.50%	0.00%	0.00%
MEDICAL EXAMINER⁽⁵⁾	\$200,016	\$200,016	\$250,008	\$255,000	\$261,384	\$274,464	\$288,192	\$299,712	310,200	310,200	310,200
\$ increase	\$46,169	-	\$49,992	\$4,992	\$6,384	\$13,080	\$13,728	\$11,520	\$10,488	\$0	\$0
% increase	30.01%	0.00%	24.99%	2.00%	2.50%	5.00%	5.00%	4.00%	3.50%	0.00%	0.00%
BAND⁽³⁾⁽⁴⁾	\$116,088	\$116,088	\$118,416	\$120,792	\$123,816	\$130,008	\$136,512	\$141,984	146,952	146,952	146,952
\$ increase	-	-	\$2,328	\$2,376	\$3,024	\$6,192	\$6,504	\$5,472	\$4,968	\$0	\$0
% increase	0.00%	0.00%	2.01%	2.01%	2.50%	5.00%	5.00%	4.01%	3.50%	0.00%	0.00%
CORPORATION COUNSEL⁽⁸⁾							\$154,728	\$165,552	\$171,336	\$171,336	\$171,336
\$ increase								\$10,824	\$5,784	\$0	\$0
% increase								7.00%	3.49%	0.00%	0.00%
DEPUTY DEPT HEAD	\$112,308	\$115,677	\$120,312	\$129,936	\$133,176	\$139,824	\$146,808	\$152,688	158,040	158,040	158,040
\$ increase	-	\$3,369	\$4,635	\$9,624	\$3,240	\$6,648	\$6,984	\$5,880	\$5,352	\$0	\$0
% increase	0.00%	3.00%	4.01%	8.00%	2.49%	4.99%	4.99%	4.01%	3.51%	0.00%	0.00%
POLICE⁽²⁾⁽⁷⁾	\$129,936	\$137,082	\$144,624	\$156,768	\$165,384	\$173,664	\$182,352	\$189,648	196,296	196,296	196,296
\$ increase	-	\$7,146	\$7,542	\$12,144	\$8,616	\$8,280	\$8,688	\$7,296	\$6,648	\$0	\$0
% increase	0.00%	5.50%	5.50%	8.40%	5.50%	5.01%	5.00%	4.00%	3.51%	0.00%	0.00%
FIRE⁽²⁾⁽⁷⁾	\$129,936	\$135,133	\$140,544	\$151,776	\$160,128	\$168,144	\$176,544	\$183,600	190,032	190,032	190,032
\$ increase	-	\$5,197	\$5,411	\$11,232	\$8,352	\$8,016	\$8,400	\$7,056	\$6,432	\$0	\$0
% increase	0.00%	4.00%	4.00%	7.99%	5.50%	5.01%	5.00%	4.00%	3.50%	0.00%	0.00%
DEPUTY MED EXAM⁽⁶⁾	\$129,168	\$129,168	\$200,016	\$204,024	\$209,136	\$219,600	\$230,592	\$239,808	273,024	273,024	273,024
\$ increase	\$16,860	-	\$70,848	\$4,008	\$5,112	\$10,464	\$10,992	\$9,216	\$33,216	\$0	\$0
% increase	15.01%	0.00%	54.85%	2.00%	2.51%	5.00%	5.01%	4.00%	13.85%	0.00%	0.00%
DIRECTOR OF OIC⁽¹⁾											
DIRECTOR OF MRRC⁽¹⁾											

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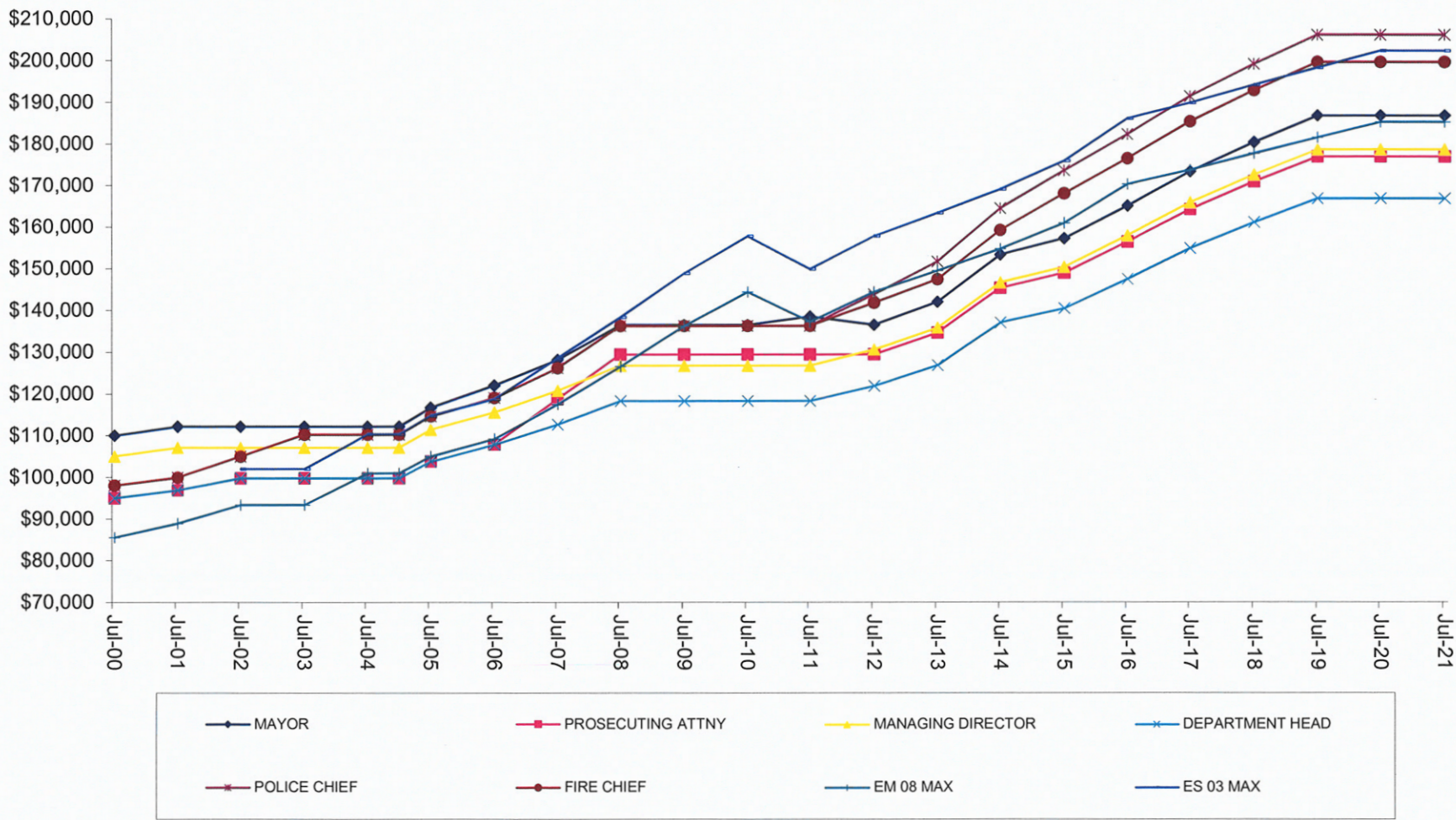
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(6) The 2011 Salary Commission increased the Deputy Medical Examiner's salary; thereby establishing a three-tiered level of compensation for deputy department heads.

(7) The 2012 Salary Commission established a five-tiered level of compensation for department heads and a four-tiered level of compensation for deputy department heads (by setting different salary rates for Police & Fire).

(8) The 2018 Salary Commission established a six-tiered level of compensation for Department heads by granting a separate 7% increase to the Corporation Counsel.

Salaries of Selected Elected & Appointed Officers



COMPARISON OF EM 08 MAXIMUM SALARY RATE
AND DEPARTMENT & DEPUTY DEPARTMENT HEADS

	Effective 7/1/04	\$ Differential	% Differential	Effective 7/1/05 ⁽¹⁾	\$ Differential	% Differential	Effective 7/1/06 ^(2,3)	\$ Differential	% Differential
Civil Service Employee*	\$101,004			\$105,048			\$109,248		
Department Head	\$99,807	-\$1,197	-1.19%	\$103,800	-\$1,248	-1.19%	\$107,850	-\$1,398	-1.28%
Police & Fire	\$110,206	\$9,202	9.11%	\$114,624	\$9,576	9.12%	\$119,000	\$9,752	8.93%
Deputy Department Head	\$94,554	-\$6,450	-6.39%	\$98,340	-\$6,708	-6.39%	\$102,350	-\$6,898	-6.31%
Police & Fire	\$104,583	\$3,579	3.54%	\$108,768	\$3,720	3.54%	\$113,500	\$4,252	3.89%

	Effective 7/1/07	\$ Differential	% Differential	Effective 7/1/08	\$ Differential	% Differential	Effective 7/1/09	\$ Differential	% Differential
Civil Service Employee*	\$117,564			\$126,516			\$136,140 ⁽⁴⁾		
Department Head	\$112,704	-\$4,860	-4.13%	\$118,344	-\$8,172	-6.46%	\$118,344	-\$17,796	-13.07%
Police & Fire	\$126,141	\$8,577	7.30%	\$136,236	\$9,720	7.68%	\$136,236	\$96	0.07%
Deputy Department Head	\$106,956	-\$10,608	-9.02%	\$112,308	-\$14,208	-11.23%	\$112,308	-\$23,832	-17.51%
Police & Fire	\$120,312	\$2,748	2.34%	\$129,936	\$3,420	2.70%	\$129,936	-\$6,204	-4.56%

	Effective 7/1/10	\$ Differential	% Differential	Effective 7/1/11	\$ Differential	% Differential	Effective 7/1/12	\$ Differential	% Differential
Civil Service Employee*	\$144,312 ⁽⁴⁾			\$137,100			\$144,312 ⁽⁵⁾		
Department Head	\$118,344	-\$25,968	-17.99%	\$118,344	-\$18,756	-13.68%	\$121,894	-\$22,418	-15.53%
Police	\$136,236	-\$8,076	-5.60%	\$136,236	-\$864	-0.63%	\$143,729	-\$583	-0.40%
Fire	\$136,236	-\$8,076	-5.60%	\$136,236	-\$864	-0.63%	\$141,685	-\$2,627	-1.82%
Deputy Department Head	\$112,308	-\$32,004	-22.18%	\$112,308	-\$24,792	-18.08%	\$115,677	-\$28,635	-19.84%
Police	\$129,936	-\$14,376	-9.96%	\$129,936	-\$7,164	-5.23%	\$137,082	-\$7,230	-5.01%
Fire	\$129,936	-\$14,376	-9.96%	\$129,936	-\$7,164	-5.23%	\$135,133	-\$9,179	-6.36%

	Effective 7/1/13	\$ Differential	% Differential	Effective 7/1/14	\$ Differential	% Differential	Effective 7/1/15	\$ Differential	% Differential
Civil Service Employee*	\$149,364			\$154,596			\$160,776		
Department Head	\$126,768	-\$22,596	-15.13%	\$136,920	-\$17,676	-11.43%	\$140,352	-\$20,424	-12.70%
Police	\$151,632	\$2,268	1.52%	\$164,376	\$9,780	6.33%	\$173,424	\$12,648	7.87%
Fire	\$147,360	-\$2,004	-1.34%	\$159,144	\$4,548	2.94%	\$167,904	\$7,128	4.43%
Deputy Department Head	\$120,312	-\$29,052	-19.45%	\$129,936	-\$24,660	-15.95%	\$133,176	-\$27,600	-17.17%
Police	\$144,624	-\$4,740	-3.17%	\$156,768	\$2,172	1.40%	\$165,384	\$4,608	2.87%
Fire	\$140,544	-\$8,820	-5.91%	\$151,776	-\$2,820	-1.82%	\$160,128	-\$648	-0.40%

	Effective 7/1/16	\$ Differential	% Differential	Effective 7/1/17	\$ Differential	% Differential	Effective 7/1/18	\$ Differential	% Differential
Civil Service Employee*	\$170,100			\$173,508			\$177,408		
Department Head	\$147,360	-\$22,740	-13.37%	\$154,728	-\$18,780	-10.82%	\$160,920	-\$16,488	-9.29%
Police	\$182,088	\$11,988	7.05%	\$191,184	\$17,676	10.19%	\$198,840	\$21,432	12.08%
Fire	\$176,304	\$6,204	3.65%	\$185,112	\$11,604	6.69%	\$192,528	\$15,120	8.52%
Deputy Department Head	\$139,824	-\$30,276	-17.80%	\$146,808	-\$26,700	-15.39%	\$152,688	-\$24,720	-13.93%
Police	\$173,664	\$3,564	2.10%	\$182,352	\$8,844	5.10%	\$189,648	\$12,240	6.90%
Fire	\$168,144	-\$1,956	-1.15%	\$176,544	\$3,036	1.75%	\$183,600	\$6,192	3.49%

	Effective 7/1/19	\$ Differential	% Differential	Effective 7/1/20	\$ Differential	% Differential	Effective 7/1/21	\$ Differential	% Differential
Civil Service Employee*	\$181,224			\$184,908			\$184,908		
Department Head	\$166,560	-\$14,664	-8.09%	\$166,560	-\$18,348	-9.92%	\$166,560	-\$18,348	-9.92%
Police	\$205,800	\$24,576	13.56%	\$205,800	\$20,892	11.30%	\$205,800	\$20,892	11.30%
Fire	\$199,272	\$18,048	9.96%	\$199,272	\$14,364	7.77%	\$199,272	\$14,364	7.77%
Deputy Department Head	\$158,040	-\$23,184	-12.79%	\$158,040	-\$26,868	-14.53%	\$158,040	-\$26,868	-14.53%
Police	\$196,296	\$15,072	8.32%	\$196,296	\$11,388	6.16%	\$196,296	\$11,388	6.16%
Fire	\$190,032	\$8,808	4.86%	\$190,032	\$5,124	2.77%	\$190,032	\$5,124	2.77%

*Maximum EM 08 rate for BU 13EM. To attain this rate, a typical employee would require a minimum of 27 years of creditable service.

⁽¹⁾ Civil service employee rate effective 7/1/05 for Police & Fire and effective 10/1/05 for all other EM 08 employees.

⁽²⁾ Civil service employee rate effective 7/1/06 for Police & Fire and effective 10/1/06 for all other EM 08 employees.

⁽³⁾ Reflects 7/1/07 salary rate for department heads and their deputies.

⁽⁴⁾ While the EM 08 maximum salary rate applicable to Civil Service Employees increased from 7/1/08 to 7/1/09, and again 7/1/10, only Police and Fire managers received increases.

⁽⁵⁾ 5% pay cuts from 7/1/11 restored effective 7/1/12.

**TOTAL NUMBER OF EMPLOYEES AND THE SALARY RATES OF THOSE WHICH EXCEED THAT
OF THEIR DIRECTOR AND/OR DEPUTY BY DEPARTMENT**

Mayor's Salary Rate: \$186,432
Managing Director's Salary Rate: \$178,320

Police Chief's Salary Rate:	\$205,800		
Police Deputies' Salary Rate:	\$196,296		
	Salary Rates	% More Than The Chief	% More Than The Deputy
Honolulu Police Department		*No employee makes more than the Police Chief and Deputy Police Chiefs. The highest paid civil service subordinate makes \$180,021.84	

Fire Chief's Salary Rate:	\$199,272		
Fire Deputy's Salary Rate:	\$190,032		
	Salary Rates	% More Than The Chief	% More Than The Deputy
Honolulu Fire Department		*No employee makes more than the Fire Chief and Deputy Fire Chief. The highest paid civil service subordinate makes \$146,409.36	

Directors' Salary Rate:	\$166,560		
Deputies' Salary Rate:	\$158,040		
	Salary Rates	% More Than The Director	% More Than The Deputy
Community Services (Total: 1 Employee)	\$172,105.92	3.33%	8.90%
Design & Construction (Total: 3 Employees)	\$175,817.76	5.56%	11.25%
	\$175,687.44	5.48%	11.17%
	\$167,155.44	0.36%	5.77%
Enterprise Services (Total: 1 Employee)	\$180,463.20	8.35%	14.19%
Facility Maintenance (Total: 2 Employees)	\$170,911.92	2.61%	8.14%
	\$161,998.80	-2.74%	2.50%
Human Resources (Total: 2 Employees)	\$172,031.28	3.28%	8.85%
	\$163,500.00	-1.84%	3.45%
Planning & Permitting (Total: 1 Employee)	\$177,684.72	6.68%	12.43%
Parks & Recreation (Total: 1 Employee)	\$177,684.72	6.68%	12.43%
Transportation Services (Total: 2 Employees)	\$197,783.04	18.75%	25.15%
	\$168,936.00	1.43%	6.89%
Environmental Services (Total: 1 Employee)	\$161,075.04	-3.29%	1.92%

Salary Rates as of: 1/6/2022

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2021

	07/01/14	10/01/14	01/01/15	04/01/15	07/01/15	10/01/15	01/01/16	04/01/16	07/01/16	10/01/16
BU 01 Blue Collar Non-Supervisors		2%		2%		2%		2%		2%
BU 02 Blue Collar Supervisors	2% ⁽³⁾				0.3% ⁽⁹⁾	2%		2%	Step Movement ⁽¹²⁾	2%
BU 03 White Collar Non-Supervisors	4%				Step Movement ⁽¹⁰⁾				Step Movement ⁽¹¹⁾	
BU 04 White Collar Supervisors	4%				Step Movement ⁽¹⁰⁾				Step Movement ⁽¹¹⁾	
BU 10 Institutional & Correctional Workers	Step Movement ⁽⁴⁾		0.5%		Step Movement ⁽⁶⁾		0.5%		Step Movement ⁽⁷⁾	
BU 11 Fire Fighters	2% ⁽⁸⁾		2%		2% ⁽¹⁾		2%		5% ⁽¹⁾	
BU 12 Police Officers	1.75% ⁽²⁾		1.75%		2% ⁽²⁾		2%		2.5% ⁽²⁾	
BU 13 Professional & Scientific	Step Movement ⁽⁵⁾				Step Movement ⁽¹²⁾		3.50%		Step Movement ⁽¹²⁾	
EMCP - Excluded Managers Excluded from BU 11	2% ⁽¹³⁾		2%		2% ⁽¹³⁾		2%		5% ⁽¹³⁾	
EMCP - Excluded Managers Excluded from BU 12	1.75% ⁽¹³⁾		1.75%		2% ⁽¹³⁾		2%		2.5% ⁽¹³⁾	
EMCP - Excluded Managers Excluded from BU 13	WRP ⁽¹⁴⁾				WRP ⁽¹³⁾		3.50%		WRP ⁽¹³⁾	
BU14 State Law Enforcement Officers, and State & County Ocean Safety and Water Safety Officers									Schedule Established ⁽¹⁵⁾	
BU15 State & County Ocean Safety and Water Safety Officers ⁽⁴⁵⁾										

NOTE: Please see Footnotes on pages 4 to 6

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2021

	01/01/17	04/01/17	07/01/17	10/01/17	11/01/17	01/01/18	06/01/18	07/01/18	11/01/18	01/01/19
BU 01 Blue Collar Non-Supervisors		2%			\$1,000 Lump Sum ⁽²³⁾		3.2%		\$1,000 Lump Sum ⁽²³⁾	
BU 02 Blue Collar Supervisors		2%	2% ⁽¹²⁾			1.2% ⁽¹²⁾		2.25% ⁽¹²⁾		1.2% ⁽¹²⁾
BU 03 White Collar Non-Supervisors	1.60%		2% ⁽¹⁸⁾			1.50%		2.25% ⁽¹⁸⁾		1.25% ⁽¹⁹⁾
BU 04 White Collar Supervisors	1.60%		2% ⁽¹⁸⁾			1.50%		2.25% ⁽¹⁸⁾		1.25% ⁽¹⁹⁾
BU 10 Institutional & Correctional Workers	1%			2%				DCP ⁽¹⁷⁾		
BU 11 Fire Fighters			2% ⁽¹²⁾					2.25% ⁽¹²⁾		
BU 12 Police Officers	3.30%		2% ⁽²⁴⁾					2.25% ⁽¹²⁾		
BU 13 Professional & Scientific	3.50%		2% ⁽¹²⁾					2.25% ⁽¹²⁾		
EMCP - Excluded Managers Excluded from BU 11			2% ⁽¹³⁾					2.25% ⁽²⁷⁾		
EMCP - Excluded Managers Excluded from BU 12	3.30%		2% ⁽¹³⁾					2.25% ⁽²⁷⁾		
EMCP - Excluded Managers Excluded from BU 13	3.50%		2% ⁽¹³⁾					2.25% ⁽²⁷⁾		
BU14 State Law Enforcement Officers, and State & County Ocean Safety and Water Safety Officers								2.25% ⁽²⁵⁾		
BU15 State & County Ocean Safety and Water Safety Officers ⁽⁴⁵⁾										

NOTE: Please see Footnotes on pages 4 to 6

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2021

	04/01/19	05/01/19	07/01/19	01/01/20	06/30/20	07/01/20	01/01/21	06/30/21	06/30/21 (11:59:59 p.m.)	07/01/21
BU 01 Blue Collar Non-Supervisors		3.45%	2%	1.20%		2%	1.20%			
BU 02 Blue Collar Supervisors			\$2,000 Lump Sum ⁽³⁰⁾			1.2% ⁽³¹⁾	1.20%			
BU 03 White Collar Non-Supervisors			\$2,000 Lump Sum ⁽⁴⁰⁾			Step Movement ⁽⁴¹⁾	3.46%			
BU 04 White Collar Supervisors			Lump Sum ⁽⁴²⁾			3.6% ⁽⁴³⁾	3.74%			
BU 10 Institutional & Correctional Workers	1.35% ⁽²⁶⁾		2% ⁽²⁶⁾	0.74%		2% ⁽²⁶⁾	1.07%			
BU 11 Fire Fighters			2% ⁽³⁴⁾		IGM Catch-Up Step Movement ⁽³⁵⁾	2% ⁽³⁶⁾		IGM Catch-Up Step Movement ⁽³⁵⁾	New L6 step ⁽²²⁾	
BU 12 Police Officers			2% ⁽²⁰⁾			2% ⁽²¹⁾			New L-6 step ⁽²²⁾	
BU 13 Professional & Scientific			2.15% ⁽³²⁾			2.03% ⁽³³⁾				
EMCP - Excluded Managers Excluded from BU 11			2% ⁽³⁷⁾			2% ⁽³⁸⁾				
EMCP - Excluded Managers Excluded from BU 12			2% ⁽²⁸⁾			2% ⁽²⁹⁾				
EMCP - Excluded Managers Excluded from BU 13			2.15% ⁽³⁹⁾			2.03% ⁽³⁹⁾				
BU14 State Law Enforcement Officers, and State & County Ocean Safety and Water Safety Officers			4.5% ⁽¹²⁾			4.5% ⁽⁴⁴⁾				
BU15 State & County Ocean Safety and Water Safety Officers ⁽⁴⁵⁾										

NOTE: Please see Footnotes on pages 4 to 6

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2021

- (1) Employees also entitled to catch up step movements or service step movements, not to exceed one step per year. If employee has 25+ years of service and is not on Step L5, they shall be placed on L5 on their anniversary date.
- (2) Employees also entitled to catch-up step movements and service step movements, not to exceed one step per year. Employees also received increases to the Standard of Conduct Differential (SOCD).
- (3) Employees who were eligible but did not receive a step movement from 7/1/09 - 6/30/14, shall receive their step movement. Continue step movement. Employees employed on June 30, 2014 and at the max step shall receive a lump sum payment of \$1,000.
- (4) Delete first step on the salary schedule. Employees at the maximum step as of June 30, 2014 receive a lump sum payment equal to 4% of the employee's annual basic rate of pay.
- (5) Employees who were eligible during the period from 7/1/2009 - 6/30/2014 receive step movement(s); continue step movement. Employees on the max step as of June 30, 2013 and employees who were employed prior to July 1, 2013 and not receiving step movement and are not scheduled to receive a step movement during the period 7/1/2014 - 6/30/2015 receive a one-time lump sum payment of \$1,500.
- (6) Delete first step on the salary schedule. Employees who are at the maximum step on June 30, 2015 receive a lump sum payment equivalent to 4% of the individual employee's annual basic rate of pay.
- (7) Employees who are at the maximum step as of June 30, 2016 receive a one-time lump sum payment equivalent to 4% of the individual employee's annual basic rate of pay.
- (8) Employees also entitled to catch up step movement or service step movement and offered 12 overtime shifts per fiscal year via the Rank-for-Rank Recall program.
- (9) Additionally, continue the step movement plan, move Employees on Steps A and L1 to L2, and delete Steps A, L1, and L5. Employees not assigned to the salary schedule or who do not move to a new step during FY16 shall receive a 2% lump sum bonus.
- (10) Place employees on appropriate step and continue step movements. Employees not assigned to the salary schedule or who do not move to a new step during FY16 shall receive a \$1,500 lump sum bonus.
- (11) Continue step movement plan and employees receive a \$1,200 lump sum bonus. Full-time employees receive a lump sum payment of \$1,200.
- (12) Continue step movement plan.
- (13) Employees who are eligible shall receive their Within Range Progression (WRP) movement on their WRP date.
- (14) Employees who were eligible during the period from 7/1/2009 - 6/30/2014 for Within Range Progression increases receive them on 7/1/2014. Employees on the max rate as of June 30, 2013 and employees who were employed prior to July 1, 2013 and not receiving WRP increases and are not scheduled to receive a WRP increase during the period 7/1/2014 - 6/30/2015 receive a one-time lump sum payment of \$1,500.
- (15) BU14 was established by HLRB on 11/7/13; however its own salary schedule was not established until 7/1/16 (positions converted from BU03 to BU14)
- (16) The Employer and Union shall meet to continue bargaining in good faith on the equivalent of a step movement.
- (17) A new Developmental Career Plan (DCP) was created whereby Employees may move to the next step in the salary range upon meeting certain requirements. Employees shall move to the appropriate step on 7/1/18 or move to the appropriate step when they become eligible for a DCP movement during the fiscal year. Employees at the maximum Step C on 6/30/18 shall receive a one-time lump sum payment equivalent to 4% of the employee's annual basic rate of pay. Employees who are less than full-time shall receive a prorated amount of this lump sum.
- (18) One-time lump sum payment of \$150. Employees who are less than full-time shall receive a prorated amount.
- (19) Delete step A and move Employees on step A to step B.
- (20) Continue step movement plan. One-time lump sum bonus for employees on salary ranges from PO7 to PO15: Steps A (\$1,800), B (\$1,825), C (\$1,850), D (\$1,875), L-1 (\$1,900), L-2 (\$1,925), L-3 (\$1,950), L-4 (\$1,975), L-5 (\$2,000)
- (21) Continue step movement plan. One-time lump sum bonus for employees on salary ranges from PO7 to PO15: Steps A (\$1,800), B (\$1,825), C (\$1,850), D (\$1,875), L-1 (\$1,900), L-2 (\$1,925), L-3 (\$1,950), L-4 (\$1,975), L-5 (\$2,000). Employees on Step L-5 with 28 or more years of service accrued on or before 7/1/20, shall receive an additional one-time lump sum bonus of \$500.

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2021

- ⁽²²⁾ New L-6 step for employees with 28 or more years of service.
- ⁽²³⁾ Employees who were employed as of 10/31/17 are entitled to the one-time lump sum. Employees who are less than full-time shall receive a prorated amount.
- ⁽²⁴⁾ Continue step movement plan. \$500 increase to the firearm maintenance allowance.
- ⁽²⁵⁾ Continue step movement plan. \$500 one-time lump sum bonus.
- ⁽²⁶⁾ Continue DCP program.
- ⁽²⁷⁾ Eligible employees with three years in the EMCP as of 7/1/2018 received a 4% EM progression. During the fiscal year eligible employees shall receive EM progression on their initial EM entry date. Employees who were in the EMCP as of 8/31/2018 and who were not eligible to receive a 4% EM progression increase during the period of 7/1/2018 through 6/30/2019 shall receive a 1.4% increase on their respective EM entry date.
- ⁽²⁸⁾ During the fiscal year, employees who completed three years in the EMCP shall receive a 4% EM progression on their initial EM entry date. One-time lump sum bonus for all employees with the following years of combined service time in both BU 12 and EM 12: 0-3 years (\$1,800), 4-6 years (\$1,825), 7-9 years (\$1,850), 10-12 years (\$1,875), 13-15 years (\$1,900), 16-18 years (\$1,925), 19-21 years (\$1,950), 22-24 years (\$1,975), 25+ years (\$2,000).
- ⁽²⁹⁾ During the fiscal year, employees who completed three years in the EMCP shall receive a 4% EM progression on their initial EM entry date. One-time lump sum bonus for all employees with the following years of combined service time in both BU 12 and EM 12: 0-3 years (\$1,800), 4-6 years (\$1,825), 7-9 years (\$1,850), 10-12 years (\$1,875), 13-15 years (\$1,900), 16-18 years (\$1,925), 19-21 years (\$1,950), 22-24 years (\$1,975), 25+ years (\$2,000). Employees with 28 or more combined years of service time in both BU 12 and EM 12 on, or before, 7/1/2020, shall receive an additional one-time lump sum bonus of \$500.
- ⁽³⁰⁾ Delete step movement plan.
- ⁽³¹⁾ 1.2% ATB for employees on the salary schedule only. Employees on Step A1 move to Step C1. Delete Step A1. Employees on Step B1 as of 6/30/2020 receive a 5.29% pay increase and will no longer be compensated on a step on the salary schedule. Delete Step B1. Employees on Step C1 as of 6/30/2020 receive a 5.29% pay increase and will no longer be compensated on a step on the salary schedule. Increase in uniform maintenance allowance and meal allowance. Changed the way compensation is calculated if an employee is demoted due to layoffs, reorganization, or disability.
- ⁽³²⁾ Continue step movement plan. \$750 lump sum payment for all BU employees not eligible for step movements for the duration of the contract period (7/1/19 - 6/30/21)
- ⁽³³⁾ Continue step movement plan. \$750 lump sum payment for all BU employees not eligible for step movements for the duration of the contract period (7/1/19 - 6/30/21). Employees allowed to earn 2 portions of standby pay in a calendar day (increase from 1 portion). Whenever a non-shift employee works at least 16 hours within the 24 hour period immediately prior to the start of the Employee's scheduled workday, the Employer shall excuse the Employee from work on such workday, with pay...(previously 18 hours of work). Increased uniform maintenance allowance. Increased meal allowance. Changed the way compensation is calculated if an employee is demoted due to layoffs, reorganization, or disability.
- ⁽³⁴⁾ Continue existing step movement plan. One-time lump sum bonus for employees on salary ranges from SR17 to SR27: Steps E (\$1,800), F (\$1,825), G (\$1,850), H (\$1,875), L1 (\$1,900), L2 (\$1,925), L3 (\$1,950), L4 (\$1,975), L5 (\$2,000).
- ⁽³⁵⁾ All regular employees who, as a result of an intergovernmental movement to the SR15 salary range, are on a step or receiving a basic rate of pay two or more steps lower than warranted by their cumulative years of service, shall move to one step below their appropriate step on 6/30/2020.
- ⁽³⁶⁾ Continue existing step movement plan. One-time lump sum bonus for employees on salary ranges from SR17 to SR27: Steps E (\$1,800), F (\$1,825), G (\$1,850), H (\$1,875), L1 (\$1,900), L2 (\$1,925), L3 (\$1,950), L4 (\$1,975), L5 (\$2,000). Employees on step L5 with 28 or more years of service as of 6/30/20, shall receive an additional one-time lump sum payment of \$500.
- ⁽³⁷⁾ During the fiscal year, employees in the EMCP who have not received a 4% EM progression in the preceding 3 years and, who during this time frame complete the required 3 years in the EMCP, shall receive a 4% EM progression increase on their initial EM entry date. One-time lump sum bonus for all employees with the following years of combined service time in both BU 11 and EM 11: 0-3 years (\$1,800), 4-6 years (\$1,825), 7-9 years (\$1,850), 10-12 years (\$1,875), 13-15 years (\$1,900), 16-18 years (\$1,925), 19-21 years (\$1,950), 22-24 years (\$1,975), 25+ years (\$2,000).

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2021

⁽³⁸⁾ During the fiscal year, employees in the EMCP who have not received a 4% EM progression in the preceding 3 years and, who during this time frame complete the required 3 years in the EMCP, shall receive a 4% EM progression increase on their initial EM entry date. One-time lump sum bonus for all employees with the following years of combined service time in both BU 11 and EM 11: 0-3 years (\$1,800), 4-6 years (\$1,825), 7-9 years (\$1,850), 10-12 years (\$1,875), 13-15 years (\$1,900), 16-18 years (\$1,925), 19-21 years (\$1,950), 22-24 years (\$1,975), 25+ years (\$2,000). Employees with 28 or more combined years of service time in both BU 11 and EM 11 on, or before, 6/30/2020, shall receive an additional one-time lump sum bonus of \$500.

⁽³⁹⁾ During the fiscal year, employees in the EMCP who have not received a 4% EM progression in the preceding 3 years and, who during this time frame complete the required 3 years in the EMCP, shall receive a 4% EM progression increase on their initial EM entry date. Employees in the EMCP at the maximum rate of the applicable salary range shall receive a lump sum of \$750. Employees in the EMCP on 6/30/2019 and not scheduled to receive an EM progression during the period of 7/1/2019 to 6/30/2021 shall receive a lump sum payment of \$750.

⁽⁴⁰⁾ Replace step movement plan with negotiated step movements.

⁽⁴¹⁾ Employees on Steps B through L move on step. Delete Step B. Increase the rates on the salary schedule for SR4 - SR8 by 2% to 10.1%. Employees on Step M of SR08 as of 6/30/20 receive a one-time lump sum payment. Employees on Step M of SR9 and above as of 6/30/2020 will receive a one-time 4% lump sum payment. Employees allowed to earn 2 portions of standby pay in a calendar day (increase from 1 portion). Whenever a non-shift employee works at least 16 hours within the 24 hour period immediately prior to the start of the Employee's scheduled workday, the Employer shall excuse the Employee from work on such workday, with pay...(previously 18 hours of work). Changed the way compensation is calculated if an employee is demoted due to layoffs, reorganization, or disability.

⁽⁴²⁾ 5.98% lump sum payment based on 6/30/2019 annual base pay. Replace step movement plan with negotiated step movements.

⁽⁴³⁾ Employees on Step B move to Step C. Delete Step B. Delete SR4. Increase SR5 to SR8 by 5.6% to 11.8%. Increase salary schedule for SR9 and above by 3.6%. Employees allowed to earn 2 portions of standby pay in a calendar day (increase from 1 portion). Whenever a non-shift employee works at least 16 hours within the 24 hour period immediately prior to the start of the Employee's scheduled workday, the Employer shall excuse the Employee from work on such workday, with pay...(previously 18 hours of work). Changed the way compensation is calculated if an employee is demoted due to layoffs, reorganization, or disability.

⁽⁴⁴⁾ Continue step movement plan. Employees allowed to earn 2 portions of standby pay in a calendar day (increase from 1 portion). Whenever a non-shift employee works at least 16 hours within the 24 hour period immediately prior to the start of the Employee's scheduled workday, the Employer shall excuse the Employee from work on such workday, with pay...(previously 18 hours of work). Changed the way compensation is calculated if an employee is demoted due to layoffs, reorganization, or disability.

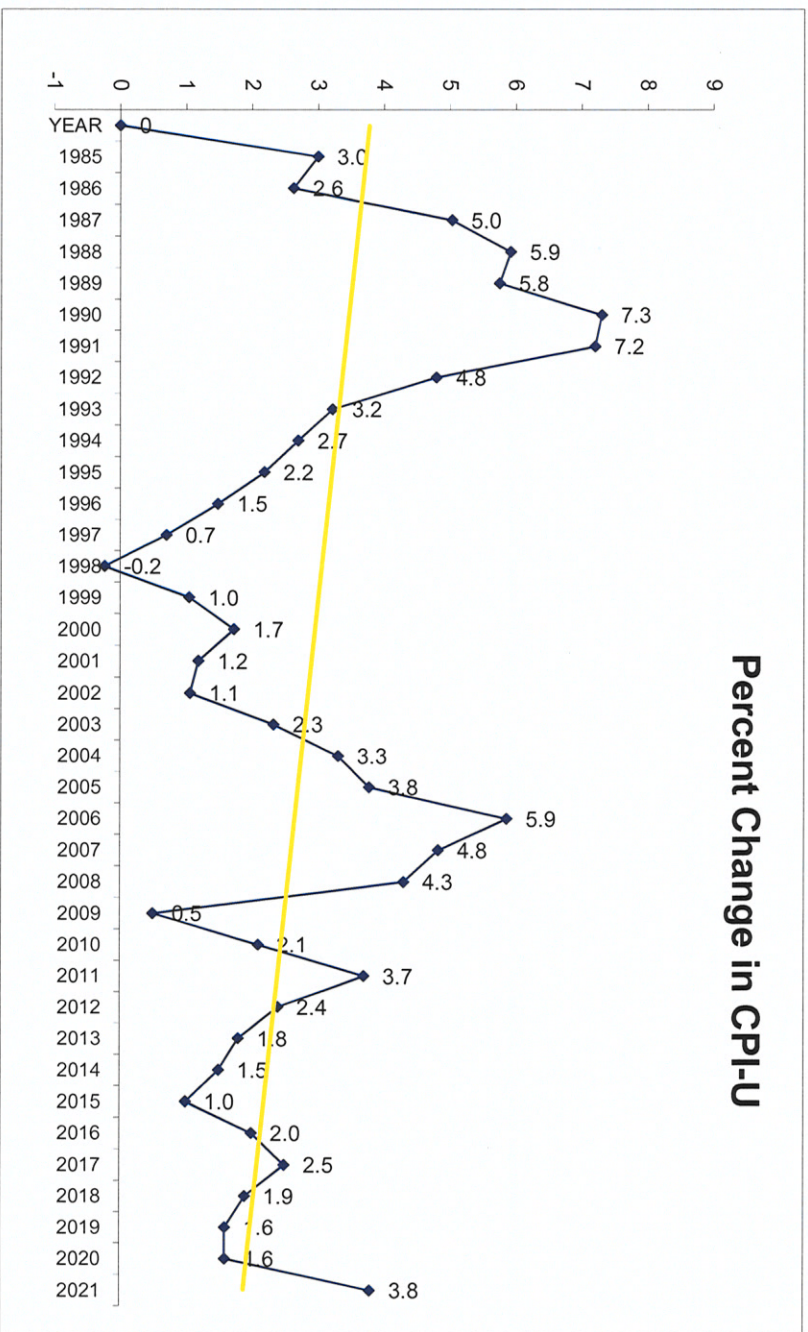
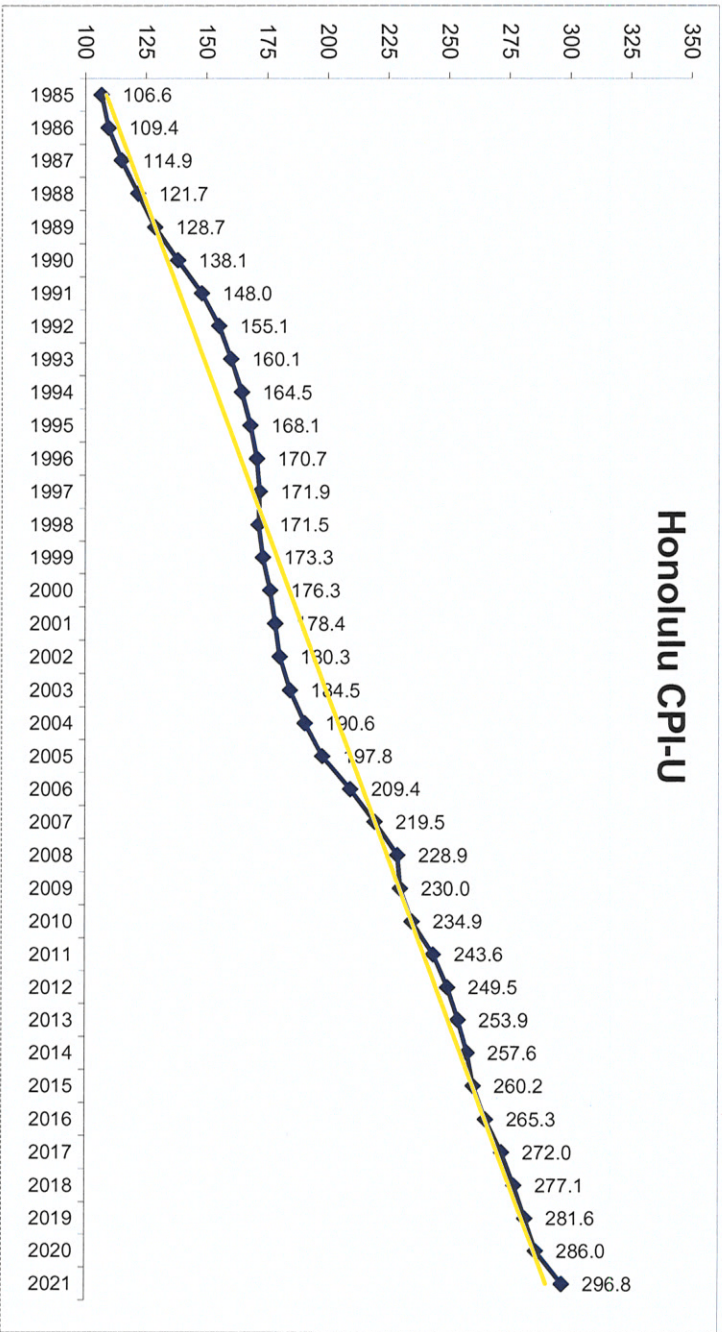
⁽⁴⁵⁾ Per HLRB Decision dated 1/7/21, all Water Safety and Ocean Safety Officers move from BU14 to BU15.

HONOLULU CPI-U

YEAR	CPI-U	% CHANGE FROM PREVIOUS YEAR
1985	106.6	3.0
1986	109.4	2.6
1987	114.9	5.0
1988	121.7	5.9
1989	128.7	5.8
1990	138.1	7.3
1991	148.0	7.2
1992	155.1	4.8
1993	160.1	3.2
1994	164.5	2.7
1995	168.1	2.2
1996	170.7	1.5
1997	171.9	0.7
1998	171.5	-0.2
1999	173.3	1.0
2000	176.3	1.7
2001	178.4	1.2
2002	180.3	1.1
2003	184.5	2.3
2004	190.6	3.3
2005	197.8	3.8
2006	209.4	5.9
2007	219.5	4.8
2008	228.9	4.3
2009	230.0	0.5
2010	234.9	2.1
2011	243.6	3.7
2012	249.5	2.4
2013	253.9	1.8
2014	257.6	1.5
2015	260.2	1.0
2016	265.3	2.0
2017	272.0	2.5
2018	277.1	1.9
2019	281.6	1.6
2020	286.0	1.6
2021	296.8	3.8

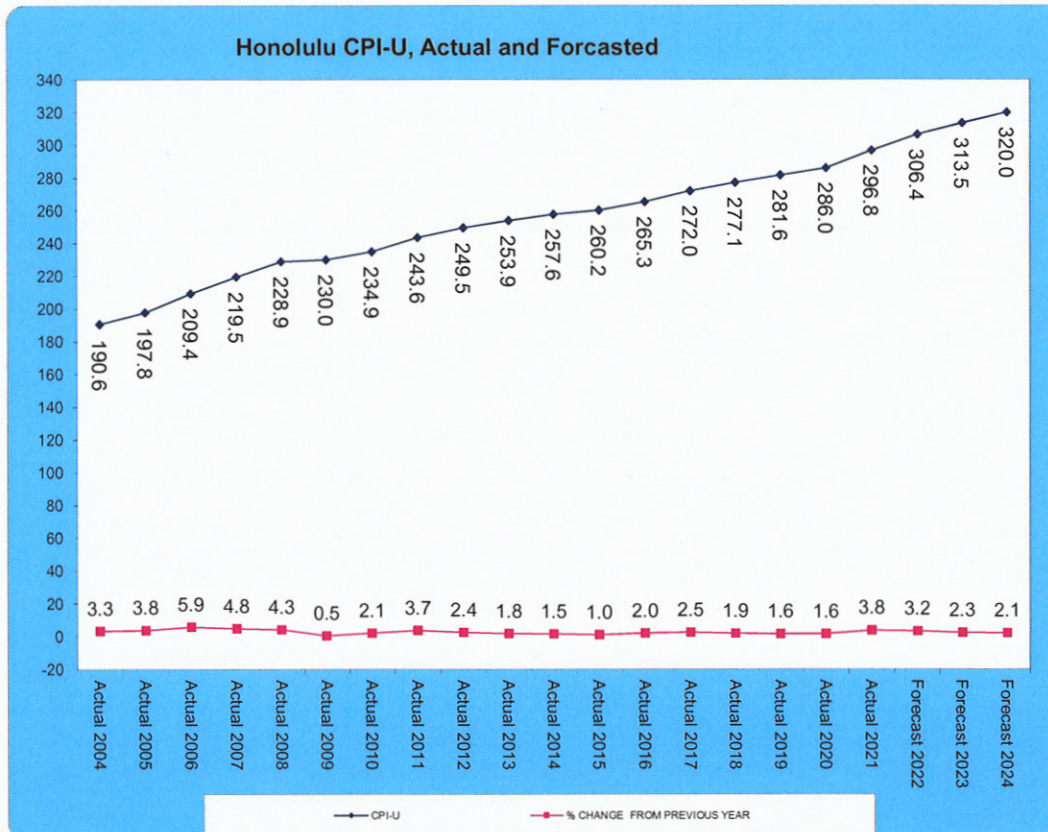
1982-1984 = 100

Source: US Department of Labor, Bureau of Labor
Statistics



Actual and Forecasted Honolulu CPI-U

YEAR	CPI-U	% CHANGE FROM PREVIOUS YEAR
Actual 2004	190.6	3.3
Actual 2005	197.8	3.8
Actual 2006	209.4	5.9
Actual 2007	219.5	4.8
Actual 2008	228.9	4.3
Actual 2009	230.0	0.5
Actual 2010	234.9	2.1
Actual 2011	243.6	3.7
Actual 2012	249.5	2.4
Actual 2013	253.9	1.8
Actual 2014	257.6	1.5
Actual 2015	260.2	1.0
Actual 2016	265.3	2.0
Actual 2017	272.0	2.5
Actual 2018	277.1	1.9
Actual 2019	281.6	1.6
Actual 2020	286.0	1.6
Actual 2021	296.8	3.8
Forecast 2022	306.4	3.2
Forecast 2023	313.5	2.3
Forecast 2024	320.0	2.1



Source: State of Hawaii, DBEDT

SALARY COSTS - CURRENT & PROJECTED

As of July 2021

	# Psns	Annual Salary	Current Salary Costs	1% Increase	2% increase	3% increase	4% increase	5% increase
Mayor	1	\$186,432	\$186,432	\$188,296	\$190,161	\$192,025	\$193,889	\$195,754
Prosecuting Attorney	1	\$176,688	\$176,688	\$178,455	\$180,222	\$181,989	\$183,756	\$185,522
First Deputy Pros. Attny	1	\$168,000	\$168,000	\$169,680	\$171,360	\$173,040	\$174,720	\$176,400
Council Chair	1	\$76,968	\$76,968	\$77,738	\$78,507	\$79,277	\$80,047	\$80,816
Council Member	8	\$68,904	\$551,232	\$556,744	\$562,257	\$567,769	\$573,281	\$578,794
Managing Director	1	\$178,320	\$178,320	\$180,103	\$181,886	\$183,670	\$185,453	\$187,236
Deputy Managing Director	1	\$169,056	\$169,056	\$170,747	\$172,437	\$174,128	\$175,818	\$177,509
Department Head*	14	\$166,560	\$2,331,840	\$2,355,158	\$2,378,477	\$2,401,795	\$2,425,114	\$2,448,432
Police	1	\$205,800	\$205,800	\$207,858	\$209,916	\$211,974	\$214,032	\$216,090
Fire	1	\$199,272	\$199,272	\$201,265	\$203,257	\$205,250	\$207,243	\$209,236
Medical Examiner	1	\$310,200	\$310,200	\$313,302	\$316,404	\$319,506	\$322,608	\$325,710
Royal Hawaiian Band	1	\$146,952	\$146,952	\$148,422	\$149,891	\$151,361	\$152,830	\$154,300
Corporation Counsel	1	\$171,336	\$171,336	\$173,049	\$174,763	\$176,476	\$178,189	\$179,903
Deputy Department Head**	14	\$158,040	\$2,212,560	\$2,234,686	\$2,256,811	\$2,278,937	\$2,301,062	\$2,323,188
Police	2	\$196,296	\$392,592	\$396,518	\$400,444	\$404,370	\$408,296	\$412,222
Fire	1	\$190,032	\$190,032	\$191,932	\$193,833	\$195,733	\$197,633	\$199,534
Medical Examiner	1	\$273,024	\$273,024	\$275,754	\$278,484	\$281,215	\$283,945	\$286,675
TOTAL	51		\$7,940,304	\$8,019,707	\$8,099,110	\$8,178,513	\$8,257,916	\$8,337,319
COST INCREASE				\$79,403	\$158,806	\$238,209	\$317,612	\$397,015

NOTE: No cost estimates are provided for Deputy Prosecuting Attorneys and Deputy Corporation Counsels. The department head is vested full authority to set and modify the salaries of their deputies (except first deputy who functions as a deputy department head) within the salary ranges prescribed by the Salary Commission.

*Department Head position count increased from 14 to 15 on July 1, 2017 with the creation of the new Department of Land Management. This position count then decreased back to 14 on July 1, 2018, when the 2018 Salary Commission granted a separate increase to the Corporation Counsel, thereby establishing a six-tiered level of compensation for Department heads.

**Deputy Department Head position count increased from 13 to 14 on February 27, 2020 with the creation of the new Deputy Department Head for the Department of Land Management.

SALARY COSTS - CURRENT & PROJECTED

As of July 2021

	# Psns	Annual Salary	Current Salary Costs	6% increase	7% increase	8% increase	9% increase	10% increase
Mayor	1	\$186,432	\$186,432	\$197,618	\$199,482	\$201,347	\$203,211	\$205,075
Prosecuting Attorney	1	\$176,688	\$176,688	\$187,289	\$189,056	\$190,823	\$192,590	\$194,357
First Deputy Pros. Attny	1	\$168,000	\$168,000	\$178,080	\$179,760	\$181,440	\$183,120	\$184,800
Council Chair	1	\$76,968	\$76,968	\$81,586	\$82,356	\$83,125	\$83,895	\$84,665
Council Member	8	\$68,904	\$551,232	\$584,306	\$589,818	\$595,331	\$600,843	\$606,355
Managing Director	1	\$178,320	\$178,320	\$189,019	\$190,802	\$192,586	\$194,369	\$196,152
Deputy Managing Director	1	\$169,056	\$169,056	\$179,199	\$180,890	\$182,580	\$184,271	\$185,962
Department Head*	14	\$166,560	\$2,331,840	\$2,471,750	\$2,495,069	\$2,518,387	\$2,541,706	\$2,565,024
Police	1	\$205,800	\$205,800	\$218,148	\$220,206	\$222,264	\$224,322	\$226,380
Fire	1	\$199,272	\$199,272	\$211,228	\$213,221	\$215,214	\$217,206	\$219,199
Medical Examiner	1	\$310,200	\$310,200	\$328,812	\$331,914	\$335,016	\$338,118	\$341,220
Royal Hawaiian Band	1	\$146,952	\$146,952	\$155,769	\$157,239	\$158,708	\$160,178	\$161,647
Corporation Counsel	1	\$171,336	\$171,336	\$181,616	\$183,330	\$185,043	\$186,756	\$188,470
Deputy Department Head**	14	\$158,040	\$2,212,560	\$2,177,791	\$2,198,336	\$2,218,882	\$2,239,427	\$2,259,972
Police	2	\$196,296	\$392,592	\$416,148	\$420,073	\$423,999	\$427,925	\$431,851
Fire	1	\$190,032	\$190,032	\$201,434	\$203,334	\$205,235	\$207,135	\$209,035
Medical Examiner	1	\$273,024	\$273,024	\$289,405	\$292,136	\$294,866	\$297,596	\$300,326
TOTAL COST INCREASE	51		\$7,940,304	\$8,249,200	\$8,327,022	\$8,404,845	\$8,482,668	\$8,560,490
				\$466,936	\$544,758	\$622,581	\$700,404	\$778,226

NOTE: No cost estimates are provided for Deputy Prosecuting Attorneys and Deputy Corporation Counsels. The department head is vested full authority to set and modify the salaries of their deputies (except first deputy who functions as a deputy department head) within the salary ranges prescribed by the Salary Commission.

*Department Head position count increased from 14 to 15 on July 1, 2017 with the creation of the new Department of Land Management. This position count then decreased back to 14 on July 1, 2018, when the 2018 Salary Commission granted a separate increase to the Corporation Counsel, thereby establishing a six-tiered level of compensation for Department heads.

**Deputy Department Head position count increased from 13 to 14 on February 27, 2020 with the creation of the new Deputy Department Head for the Department of Land Management.