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# Salary Commission

CITY AND COUNTY OF HONOLULU

530 South King Street, Room 207
Honolulu, Hawaii 96813
https://www.honolulucitycouncil.org/salary-commission



**2022 Commission Members:**

Brian Tamamoto, *Chair*
Malia Manol Espinda, *Vice-Chair*
David Hayakawa, *Commissioner*
Carolee Kubo, *Commissioner*


April 28, 2022

The Honorable Tommy Waters, Chair and Presiding Officer
and Honorable Members
Council of the City and County of Honolulu
Honolulu Hale
530 South King Street, Rm. 202
Honolulu, Hawaii 96813

Aloha Chair Waters and Councilmembers -

On behalf of the Salary Commission, I respectfully submit the following Findings of Fact, recommending no salary adjustments for elected and appointed officials of the City and County of Honolulu for Fiscal Year 2022-2023.

The Commission created a Permitted Interaction Group to solicit input and detailed data from the Department of Human Resources. In making its recommendations, the Commission considered all testimony and information that was submitted.

As Chair of the 2022 Salary Commission, I believe these Findings of Fact are consistent with the Commission's mission, as set forth in Section 3-122 of the Revised Charter of the City and County of Honolulu.

Sincerely,

Brian Tamamoto, Chair
Salary Commission
City and County of Honolulu

Enclosure

COUNCIL COM. 160

## FINDINGS OF FACT BY THE 2022 SALARY COMMISSION

## APRIL 18, 2022

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition)("Charter"), the Salary Commission hereby makes the following findings of fact in support of its decision to not adjust the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu, for FY 2022-2023:

1. The Salary Commission has the authority to annually establish the salaries of all elected officials, including the Mayor, Council Chair, Councilmembers, Prosecuting Attorney, and designated appointed officials, including the Managing Director, Deputy Managing Director, Department Heads, Deputy Department Heads, First Deputy Prosecuting Attorney, Corporation Counsel, First Deputy Corporation Counsel, Police Chief, Deputy Police Chiefs, Fire Chief, Deputy Fire Chief, Medical Examiner, Deputy Medical Examiner, Band Director, and the salaries and schedules for the Deputies of the Corporation Counsel and the Prosecuting Attorney.

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

3. The Salary Commission held a public hearing on the PIG's recommendations on March 17, 2022.

4. In accordance with the Charter and Chapter 92 of the Hawaii Revised Statutes, the Salary Commission's meetings on February 1, 2022; February 24, 2022; March 17, 2022; and April 18, 2022; were duly noticed and afforded an opportunity for public comment. Public testimony was received at the meetings on February 24, March 17, and April 18.

5. To assist in its annual review of salaries, the Salary Commission solicited input from the City Council and City Administration and received testimony from the Department of Human Resources. In arriving at its recommendation, the Salary Commission considered all testimony, cost-of-living index from the previous year, and other relevant data that was provided.

6. 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 (EMCP) and for the salaries covered by the Salary Commission. No salary increases were negotiated for Bargaining Unit 13, effective July 1, 2021 and it is not known at this time if any increases will be negotiated, effective July 1, 2022.

7. The Salary Commission finds that the PIG's recommended no salary increases are consistent with the principles of adequate compensation for work performed and preservation of a sensible relationship with other city employees, pursuant to Section 3-122.3 of the City Charter.

8. While no salary increase is recommended at this time, the Salary Commission 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 the residents of the City and County of Honolulu.

The above findings of fact will be forwarded to the Mayor and the City Council of the City and County of Honolulu by May 1, 2022.

BRIAN TAMAMOTO, CHAIR
4-18-22

MALIA MANOL ESPINDA, VICE-CHAIR

CAROLEE KUBO

DAVID HAYAKAWA