

HONOLULU CITY COUNCIL
KE KANIHELA O KE KALANA O HONOLULU
CITY AND COUNTY OF HONOLULU

No. 24-82

FILED
APR 1 2026
PURSUANT TO ROH Sec. 1-2.5

RESOLUTION

INITIATING AMENDMENTS TO THE REVISED CHARTER OF THE CITY AND COUNTY OF HONOLULU 1973 (AMENDED 2017 EDITION), AS AMENDED, RELATING TO THE SALARY COMMISSION.

WHEREAS, Section 3-122, Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"), creates an independent Salary Commission of the City and County of Honolulu ("City") to annually establish:

- (1) The salaries of all elected officials, including the Mayor, Councilmembers, and Prosecuting Attorney, and the following appointed officials: the Managing Director, Deputy Managing Director, department heads, deputy department heads, and Royal Hawaiian Band Director; and
- (2) The schedules for salaries of the deputies of the Offices of the Corporation Counsel and the Prosecuting Attorney; and

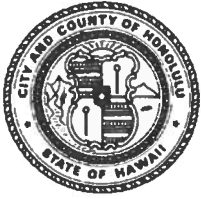
WHEREAS, the Salary Commission was first proposed by the 1981-1982 Charter Commission to create a permanent, equitable means for setting salaries for the policy makers of the City; and

WHEREAS, prior to 1985, the salaries of department heads and the Mayor were determined by a formula established by ordinance, which factored in negotiated collective bargaining contract salaries, and the salaries of Councilmembers were set by the City Council ("Council") itself; and

WHEREAS, in the 1984 general election, the voters approved an amendment to the Charter to create the Salary Commission to set the salaries of the Mayor, Councilmembers, and the Prosecuting Attorney; and

WHEREAS, the 1991-1992 Charter Commission, believing that the Salary Commission would be more objective in the setting of salaries, proposed that the Salary Commission be given the power also to set the salaries and salary schedule of various appointed City officials; and

WHEREAS, in the 1992 general election, voters approved the expansion of the Salary Commission's authority; and



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WHEREAS, Charter Section 3-122.3 requires the Salary Commission to set 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

WHEREAS, pursuant to Charter Section 3-122.2, any action of the Commission that alters salaries must be by resolution accompanied by findings of fact, and the salaries and salary schedules, as altered by the resolution submitted by the Salary Commission to the Mayor and the Council, will take effect prospectively from the first day of the fiscal year beginning subsequent to the resolution's adoption by the Salary Commission, unless the Council rejects the entire resolution or any portion of the resolution by an affirmative vote of three-quarters of the Council's entire membership within 60 days of the Salary Commission resolution's adoption; and

WHEREAS, the 2023 Salary Commission submitted its resolution and supporting findings of fact to the Council through Council Communication 111 (2023), dated April 26, 2023; and

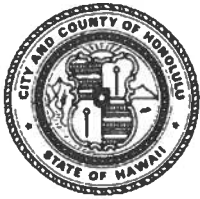
WHEREAS, in addition to approving salary increases for all other positions under its purview, the 2023 Salary Commission approved a 64 percent salary increase for Councilmembers; and

WHEREAS, the 2023 Salary Commission explained in its findings of fact that the salaries for Councilmembers were being set to preserve a sensible relationship between Councilmembers' salaries and the salaries of other City employees; and

WHEREAS, the Council nevertheless concludes that a 64 percent salary increase in a single year for any elected or appointed City official is unreasonably high; and

WHEREAS, the Council instead believes that any salary increases proposed by the Salary Commission should be capped at a reasonable percentage and should be subject to approval by the Council at a public hearing; and

WHEREAS, the Council believes that the setting of salaries on a biennial, rather than an annual, basis would allow the Salary Commission to take a broader perspective on salaries, provide greater budgetary certainty for both the City and the officers whose salaries are being set by the Salary Commission, and reduce the workload of the volunteer members of the Salary Commission; and



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WHEREAS, pursuant to Charter Section 15-101, the Council may initiate, by resolution, amendments to the Charter; and

WHEREAS, pursuant to Charter Section 15-102.1, the Mayor's approval is required for any Charter amendment proposed by the Council at a general election held in a year ending in a "4" or an "8"; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu:

1. That the following question be placed on the 2024 general election ballot:

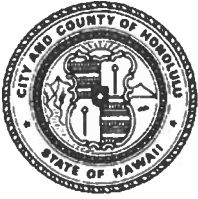
"Shall the Revised City Charter be amended to require that the Salary Commission convene "biennially" (once every two years), rather than "annually", to provide that the Salary Commission may not increase the salaries that it sets for elected and appointed officials by more than five percent per year, and to require that any proposed salary increases shall be subject to Council approval at a public hearing?"

2. That Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Salary Commission"), be amended to read as follows:

"Section 3-122. Salary Commission –

1. There shall be an independent salary commission to establish the salaries of all elected officials, including the mayor, councilmembers, ~~and~~ prosecuting attorney, and the following appointed officials: managing director, deputy managing director, department head, deputy department head, and band director. The commission shall also establish schedules for salaries of deputies of the corporation counsel and prosecuting attorney. The commission shall consist of seven members, who shall serve for staggered terms of five years and until their successors have been appointed and qualified. The initial appointments shall commence no later than January 15, 1993, and shall be as follows:

- | | | |
|-----|---|-------------|
| (1) | Two members, one appointed by the mayor
and one appointed by the council | Two years |
| (2) | Two members, one appointed by the
mayor and one appointed by the council | Three years |



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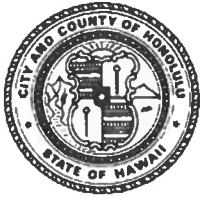
- | | | |
|-----|--|------------|
| (3) | Two members, one appointed by the Mayor and one appointed by the council | Four years |
| (4) | One member appointed by the mayor and confirmed by the council | Five years |

Each succeeding appointment shall be for a term ending five years from the date of the expiration of the term for which the predecessor had been appointed. The commission shall elect a chair from among its members and the commission shall act by a majority vote of its membership. Any vacancy shall be filled in the same manner as for an original appointment.

2. The commission shall convene ~~[annually]~~ biennially no later than the first day of February~~[-]~~ in every even-numbered year, and shall, after public hearing, establish salaries and salary schedules for the following two fiscal years no later than the first day of May subsequent thereto, said salaries and salary schedules to be effective prospectively from the first day of the two fiscal ~~[year]~~ years subsequent to their adoption by the commission. The commission may meet at other times during the ~~[year]~~ biennium pursuant to its own rules, but may alter salaries and salary schedules no more than once ~~[annually-]~~ biennially. Any action of the commission altering salaries shall be by resolution accompanied by findings of fact. Said resolution shall be forwarded to the mayor and the council but shall ~~[take effect without their concurrence sixty calendar days after its adoption unless rejected by a three quarters vote of the council's entire membership.]~~ be subject to the approval of the council by resolution after it has held a public hearing thereon before the proposed salaries for the first fiscal year of the biennium take effect. The council may reject either the entire resolution or any portion of it. If the council does not approve of the salaries or salary schedules recommended by the commission, or lowers the salaries or salary schedules recommended by the commission, the salaries subject to this section will not increase.

3. The commission shall set 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~~[-]~~; provided that the commission may not increase the salary for any office by more than five percent from one fiscal year to the next.

4. The commission shall establish its rules of procedure and adopt rules and regulations pursuant to law.



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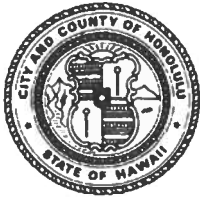
5. The commission shall employ consultants and staff as is necessary to assist it in the performance of its duties.

6. The members of the salary commission shall serve without compensation but shall be reimbursed for expenses, including travel [~~expense~~] expenses necessary for the performance of their duties."

3. That in Section 2 of this resolution, Charter material to be repealed is bracketed and stricken and new Charter material is underscored. When revising, compiling, or printing these Charter provisions for inclusion in the Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended, the Revisor of the Charter need not include the brackets, the material that has been bracketed and stricken, or the underscoring.
4. That the Revisor of the Charter, in revising, compiling, or printing the Charter, may change capitalization or the form of numbers and monetary sums for the sake of uniformity.

If the Charter provisions amended pursuant to this resolution are amended by any other Charter amendment(s) approved by the electors at the 2024 general election, the Revisor of the Charter, in revising, compiling, or printing the Charter:

- a. May designate or redesignate articles, chapters, sections, or parts of sections, and rearrange references thereto; and
- b. Shall, except as otherwise expressly provided in this resolution or in the other resolution(s) amending these Charter provisions, give effect, to the extent possible, to all of the amendments approved.
5. That upon approval of this resolution by the Council, and its approval by the Mayor, the City Clerk is hereby directed to:
- a. Prepare the necessary ballots with the question contained in this resolution and with spaces for "yes" and "no" votes on the question for presentation to the electors at the 2024 general election. The City Clerk may make technical and nonsubstantive changes to the form of the question presented in order to conform it to the form of other Charter amendment questions presented to the electors at the same election; and



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- b. Publish the above-proposed Charter amendments at length in a daily newspaper of general circulation in the City and County of Honolulu at least 45 days prior to their submission to the electors at the 2024 general election.
6. That upon approval of the Charter amendment question posed in Section 1 of this resolution by a majority of the electors voting thereon, as duly certified, the Charter amendments proposed in this resolution shall take effect on January 1, 2025.

INTRODUCED BY:

E. Fyola

DATE OF INTRODUCTION:

APR 1 2024

Honolulu, Hawai'i

Councilmembers

FILED
APR 1 2026

PURSUANT TO ROH Sec. 1-2.5