



CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 24-85

FILED

APR 4 2026

PURSUANT TO RCN 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 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 County of Honolulu ("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"); and

WHEREAS, in the 1984 general election, the voters approved amending the Charter to create the Salary Commission to set the salaries of the Mayor, Councilmembers, and 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

WHEREAS, Charter Section 3-122.3 requires the Salary Commission to set salaries in accordance with the principles of adequate compensation for work



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performed, and preservation of a sensible relationship with the salaries of other City employees; and

WHEREAS, Charter Section 3-122.5 provides that the Salary Commission will employ consultants and staff as is necessary to assist the Salary Commission in the performance of its duties; and

WHEREAS, Charter Section 3-122.2 provides that the salaries and salary schedules 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, the 2023 Salary Commission approved a 64 percent salary increase for Councilmembers; and

WHEREAS, the 2023 Salary Commission explained in its findings of facts that the salaries for Councilmembers were set to preserve a sensible relationship of Councilmember salaries with the salaries of other City employees; and

WHEREAS, the Council 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 believes that any salary increases proposed by the Salary Commission should be capped at a reasonable percentage; and

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"; now, therefore,



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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 add a limitation that the Salary Commission may not increase the salaries of elected and appointed officials by more than ten percent per year?"

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

"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 ten percent in any year."

3. That in SECTION 2, 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 (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.



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5. That upon approval of this resolution by the Council, and its approval by the Mayor, the City Clerk is hereby directed:
 - a. To 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
 - b. To 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.



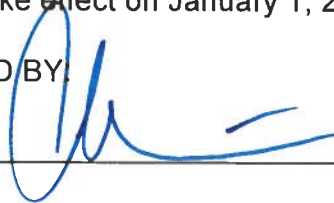
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6. That upon approval of the Charter amendment question posed in this resolution by a majority of the electors voting thereon, as duly certified, the Charter amendments proposed in this resolution shall take effect on January 1, 2025.

INTRODUCED BY:



DATE OF INTRODUCTION:

APR 4 2024

Honolulu, Hawai'i

Councilmembers

APPROVED this _____ day of _____, 20_____.

RICK BLANGIARDI, Mayor
City and County of Honolulu

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