



CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 24-86
FILED
APR 4 2026
PURSUANT TO RCH 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, a Salary Commission was first proposed for Honolulu by the 1981-1982 Charter Commission to create a permanent, equitable means for setting salaries for the City's policy makers; 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, voters approved amending the Charter to create the Salary Commission to set the salaries of the elected Mayor, Councilmembers, and Prosecuting Attorney, without any possibility of intervention by the elected officials; and

WHEREAS, the 1991-1992 Charter Commission believed that elected officials tend to set salaries lower than those of equivalent positions in the private sector for political reasons, making it difficult to attract and retain qualified individuals in government employment; and

WHEREAS, the 1991-1992 Charter Commission, believing that the Salary Commission would be more objective than the Council in the setting of salaries, proposed that the Salary Commission be given the power to set the salaries and salary schedule of certain appointed City officials; however, to address public accountability concerns, the 1991-1992 Charter Commission included a provision stating that the



RESOLUTION

Council may reject the Salary Commission's alterations of salaries, in whole or in part, by a three-fourths majority vote of the Council; and

WHEREAS, in the 1992 general election, voters approved the expansion of the Salary Commission's authority to include the setting of salaries for the aforementioned appointed officers of the City, as well as the Council's authority to reject, in whole or in part, the Salary Commission's alteration of salaries; and

WHEREAS, Charter Section 3-122.2 now provides that the recommended salaries and salary schedules in the resolution the Salary Commission submits 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 Council finds that the public should be provided an opportunity to comment on the Salary Commission's final recommended salaries and salary schedules before the Council at a public hearing; 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,

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 the City Council to hold a public hearing on any resolution issued by the City's Salary Commission proposing to alter the salaries or salary schedules of City officials and on the accompanying findings of fact?"

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 2. to read as follows:



RESOLUTION

"2. The commission shall convene annually no later than the first day of February, and shall, after public hearing, establish salaries and salary schedules 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 fiscal year subsequent to their adoption by the commission. The commission may meet at other times during the year pursuant to its own rules, but may alter salaries and salary schedules no more than once annually. 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[.], provided that in order for any alteration in the salaries or salary schedules to take effect, the council must hold a public hearing on the commission's resolution and accompanying findings of fact before the expiration of the sixty-day period. The council may reject either the entire resolution or any portion of it."

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:



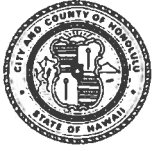
CITY COUNCIL

CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 24 - 86

RESOLUTION

- 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.



CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 24-86

RESOLUTION

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:

[Signature]

DATE OF INTRODUCTION:

APR 4 2024
Honolulu, Hawaii

Councilmembers

APPROVED this _____ day of _____, 20 _____

RICK BLANGIARDI, Mayor
City and County of Honolulu

FILED
APR 4 2026
PURSUANT TO ROH Sec. 1-2.5