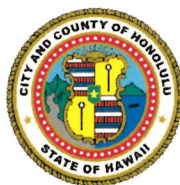


DEPARTMENT OF BUDGET AND FISCAL SERVICES
KA 'OIHANA MĀLAMA MO'OHĒLU A KĀLĀ
CITY AND COUNTY OF HONOLULU

530 SOUTH KING STREET, ROOM 208 • HONOLULU, HAWAII 96813
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RICK BLANGIARDI
MAYOR
MEIA



ANDREW T. KAWANO
DIRECTOR
PO'O

CARRIE CASTLE
DEPUTY DIRECTOR
HOPE PO'O

March 17, 2025

The Honorable Tyler Dos Santos-Tam, Chair
and Members
Committee on Budget
Honolulu City Council
530 South King Street, Room 202
Honolulu, Hawaii 96813

Dear Chair Dos Santos-Tam and Councilmembers:

SUBJECT: Report Detailing Incentive Payments-Revised

The attached report is revised to include the details of the incentive payments made to all City employees including the Department of Planning and Permitting (DPP). The original report inadvertently did not include DPP. The original report was submitted to the Budget Committee on February 28, 2025 in Dept. Com. 147.

We apologize for any inconvenience.

Should you have any questions regarding this report, please contact me at (808) 768-3901.

Sincerely,

Handwritten signature of Andrew T. Kawano in black ink.

Digitally signed by
Kawano, Andy
Date: 2025.03.17
13:28:51 -10'00'

Andrew T. Kawano
Director

Attachment

APPROVED:

Handwritten signature of Michael D. Formby in black ink.

Michael D. Formby, Managing Director
Office of the Managing Director

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

DEPARTMENT:		BUDGET & FISCAL SERVICES				
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION	
TREASURY	DF103	CHIEF OF TREASURY	TRAVEL REIMBURSEMENT	\$ 745.00	RECRUITMENT	
TREASURY	DF103	CHIEF OF TREASURY	RELOCATION FROM TEXAS	UP TO \$15,000	RECRUITMENT	
DEPARTMENT:		Design and Construction				
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION	
Administration	BD196	050020 - Civil Engineer V	Shortage Differential Pay	\$ 14,664.00	Retention	
Administration	BD494	050020 - Civil Engineer V	Shortage Differential Pay	\$ 17,832.00	Retention	
Administration	BD566	050025 - Civil Engineer VI	Shortage Differential Pay	\$ 14,664.00	Retention	
Mechanical & Electrical	BD172	050405 - Mechanical Engineer V	Shortage Differential Pay	\$ 12,384.00	Retention	
Mechanical & Electrical	BD173	070370 - Bldg Const Insp	Shortage Differential Pay	\$ 4,416.00	Retention	
Mechanical & Electrical	BD195	050273 - Electrical Engineer VI	Shortage Differential Pay	\$ 16,800.00	Retention	
Mechanical & Electrical	BD394	050270 - Electrical Engineer V	Shortage Differential Pay	\$ 17,832.00	Retention	
Mechanical & Electrical	BD454	050258 - Electrical Engineer I	Shortage Differential Pay	\$ 3,288.00	Retention	
Mechanical & Electrical	BD456	050270 - Electrical Engineer V	Shortage Differential Pay	\$ 15,096.00	Retention	
Mechanical & Electrical	BD457	050270 - Electrical Engineer V	Shortage Differential Pay	\$ 7,656.00	Retention	
Facilities	BD208	050020 - Civil Engineer V	Shortage Differential Pay	\$ 17,832.00	Retention	
Facilities	BD211	050198 - Architect IV	Shortage Differential Pay	\$ 5,688.00	Retention	
Facilities	BD212	050200 - Architect V	Shortage Differential Pay	\$ 5,688.00	Retention	
Facilities	BD213	050200 - Architect V	Shortage Differential Pay	\$ 8,280.00	Retention	
Facilities	BD228	050200 - Architect V	Shortage Differential Pay	\$ 720.00	Retention	
Facilities	BD259	050730 - Supervising Project Manager	Shortage Differential Pay	\$ 8,616.00	Retention	
Facilities	BD357	050195 - Architect III	Shortage Differential Pay	\$ 2,976.00	Retention	
Facilities	BD254	050020 - Civil Engineer V	Shortage Differential Pay	\$ 16,032.00	Retention	
Facilities	BD264	050025 - Civil Engineer VI	Shortage Differential Pay	\$ 14,664.00	Retention	
Facilities	BD338	070375 - Sr Bldg Const Insp	Shortage Differential Pay	\$ 4,032.00	Retention	
Facilities	BD571	050015 - Civil Engineer IV	Shortage Differential Pay	\$ 6,816.00	Retention	
Facilities	BD574	050020 - Civil Engineer V	Shortage Differential Pay	\$ 16,032.00	Retention	
Facilities	BD593	070370 - Bldg Const Insp	Shortage Differential Pay	\$ 1,104.00	Retention	
Facilities	BD595	070370 - Bldg Const Insp	Shortage Differential Pay	\$ 6,000.00	Retention	
Civil	BD280	050010 - Civil Engineer III	Shortage Differential Pay	\$ 9,240.00	Retention	
Civil	BD453	050010 - Civil Engineer III	Shortage Differential Pay	\$ 6,456.00	Retention	
Civil	BD237	050020 - Civil Engineer V	Shortage Differential Pay	\$ 3,888.00	Retention	
Civil	BD239	050505 - Structural Engineer V	Shortage Differential Pay	\$ 5,352.00	Retention	
Civil	BD246	050020 - Civil Engineer V	Shortage Differential Pay	\$ 11,664.00	Retention	
Civil	BD247	050020 - Civil Engineer V	Shortage Differential Pay	\$ 3,816.00	Retention	
Civil	BD252	050020 - Civil Engineer V	Shortage Differential Pay	\$ 14,712.00	Retention	

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Civil	BD255	050025 - Civil Engineer VI	Shortage Differential Pay	\$ 3,888.00	Retention
Civil	BD261	050505 - Structural Engineer V	Shortage Differential Pay	\$ 7,128.00	Retention
Civil	BD263	050510 - Chf Structural Engineer	Shortage Differential Pay	\$ 7,344.00	Retention
Civil	BD209	050025 - Civil Engineer VI	Shortage Differential Pay	\$ 14,256.00	Retention
Civil	BD241	050025 - Civil Engineer VI	Shortage Differential Pay	\$ 4,392.00	Retention
Civil	BD245	050020 - Civil Engineer V	Shortage Differential Pay	\$ 7,656.00	Retention
Civil	BD250	050020 - Civil Engineer V	Shortage Differential Pay	\$ 14,664.00	Retention
Civil	BD294	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 5,496.00	Retention
Civil	BD300	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 6,000.00	Retention
Civil	BD302	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 2,280.00	Retention
Civil	BD303	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 5,496.00	Retention
Civil	BD306	070525 - Supvgr Construction Insp	Shortage Differential Pay	\$ 6,000.00	Retention
Civil	BD569	050020 - Civil Engineer V	Shortage Differential Pay	\$ 16,032.00	Retention
Civil	BD590	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 2,736.00	Retention
Civil	BD591	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 1,704.00	Retention
Civil	BD592	050010 - Civil Engineer III	Shortage Differential Pay	\$ 5,280.00	Retention
Land Services	BD386	050315 - Land Surveyor IV	Shortage Differential Pay	\$ 8,976.00	Retention
Land Services	BD387	050310 - Land Surveyor III	Shortage Differential Pay	\$ 1,824.00	Retention
Land Services	BD388	050315 - Land Surveyor IV	Shortage Differential Pay	\$ 14,928.00	Retention
Land Services	BD389	050315 - Land Surveyor IV	Shortage Differential Pay	\$ 6,408.00	Retention
Land Services	BD392	050310 - Land Surveyor III	Shortage Differential Pay	\$ 2,904.00	Retention
Land Services	BD393	050310 - Land Surveyor III	Shortage Differential Pay	\$ 3,120.00	Retention
Land Services	BD395	050320 - Land Surveyor V	Shortage Differential Pay	\$ 3,024.00	Retention
Land Services	BD397	050325 - Land Survey Branch Chief	Shortage Differential Pay	\$ 3,816.00	Retention
Administration	BD196	050020 - Civil Engineer V	Engineer Salary increase	\$ 8,942.20	Recruitment
Administration	BD307	155050 - Civil Engineer VII	Engineer Salary increase	\$ 13,242.00	Recruitment
Administration	BD494	050020 - Civil Engineer V	Engineer Salary increase	\$ 8,027.50	Recruitment
Administration	BD566	050025 - Civil Engineer VI	Engineer Salary increase	\$ 10,106.40	Recruitment
Mechanical & Electrical	BD172	050405 - Mechanical Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Mechanical & Electrical	BD195	050273 - Electrical Engineer VI	Engineer Salary increase	\$ 10,510.80	Recruitment
Mechanical & Electrical	BD394	050270 - Electrical Engineer V	Engineer Salary increase	\$ 7,987.20	Recruitment
Mechanical & Electrical	BD454	050258 - Electrical Engineer I	Engineer Salary increase	\$ 5,394.00	Recruitment
Mechanical & Electrical	BD455	050260 - Electrical Engineer III	Engineer Salary increase	\$ 6,309.60	Recruitment
Mechanical & Electrical	BD456	050270 - Electrical Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Mechanical & Electrical	BD457	050270 - Electrical Engineer V	Engineer Salary increase	\$ 10,424.30	Recruitment
Mechanical & Electrical	BD458	050273 - Electrical Engineer VI	Engineer Salary increase	\$ 12,296.40	Recruitment
Mechanical & Electrical	BD461	050400 - Mechanical Engineer III	Engineer Salary increase	\$ 6,309.60	Recruitment
Mechanical & Electrical	BD466	152303 - Program Administrator	Engineer Salary increase	\$ 15,508.80	Recruitment
Facilities	BD206	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Facilities	BD207	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Facilities	BD208	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,923.00	Recruitment
Facilities	BD209	050025 - Civil Engineer VI	Engineer Salary increase	\$ 9,721.20	Recruitment
Facilities	BD210	050025 - Civil Engineer VI	Engineer Salary increase	\$ 12,296.40	Recruitment
Facilities	BD215	050730 - Supervising Project Manager	Engineer Salary increase	\$ 8,637.60	Recruitment

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Facilities	BD223	050030 - Design/Constr Branch Engr	Engineer Salary increase	\$ 8,982.00	Recruitment
Facilities	BD227	050015 - Civil Engineer IV	Engineer Salary increase	\$ 7,101.60	Recruitment
Facilities	BD351	155223 - Chief of Facilities Division	Engineer Salary increase	\$ 20,245.20	Recruitment
Facilities	BD352	155221 - Asst Chief of Facilities Div	Engineer Salary increase	\$ 19,348.80	Recruitment
Facilities	BD503	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Facilities	BD610	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Facilities	BD259	050730 - Supervising Project Manager	Engineer Salary increase	\$ 11,633.40	Recruitment
Facilities	BD572	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Facilities	BD254	050020 - Civil Engineer V	Engineer Salary increase	\$ 8,469.30	Recruitment
Facilities	BD264	050025 - Civil Engineer VI	Engineer Salary increase	\$ 10,106.40	Recruitment
Facilities	BD353	050030 - Design/Constr Branch Engr	Engineer Salary increase	\$ 8,982.00	Recruitment
Facilities	BD571	050015 - Civil Engineer IV	Engineer Salary increase	\$ 9,719.20	Recruitment
Facilities	BD574	050020 - Civil Engineer V	Engineer Salary increase	\$ 8,467.50	Recruitment
Facilities	BD998	050025 - Civil Engineer VI	Engineer Salary increase	\$ 8,637.60	Recruitment
Civil	BD258	050055 - Chf Control Engineer	Engineer Salary increase	\$ 8,637.60	Recruitment
Civil	BD280	050010 - Civil Engineer III	Engineer Salary increase	\$ 8,013.80	Recruitment
Civil	BD284	050030 - Design/Constr Branch Engr	Engineer Salary increase	\$ 8,982.00	Recruitment
Civil	BD453	050010 - Civil Engineer III	Engineer Salary increase	\$ 7,778.30	Recruitment
Civil	BD237	050020 - Civil Engineer V	Engineer Salary increase	\$ 10,885.60	Recruitment
Civil	BD238	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Civil	BD239	050505 - Structural Engineer V	Engineer Salary increase	\$ 10,409.70	Recruitment
Civil	BD240	050030 - Design/Constr Branch Engr	Engineer Salary increase	\$ 12,789.60	Recruitment
Civil	BD242	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Civil	BD243	050020 - Civil Engineer V	Engineer Salary increase	\$ 10,930.80	Recruitment
Civil	BD246	050020 - Civil Engineer V	Engineer Salary increase	\$ 9,721.20	Recruitment
Civil	BD247	050020 - Civil Engineer V	Engineer Salary increase	\$ 10,930.80	Recruitment
Civil	BD249	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Civil	BD252	050020 - Civil Engineer V	Engineer Salary increase	\$ 9,344.40	Recruitment
Civil	BD253	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Civil	BD255	050025 - Civil Engineer VI	Engineer Salary increase	\$ 11,981.80	Recruitment
Civil	BD257	050025 - Civil Engineer VI	Engineer Salary increase	\$ 8,637.60	Recruitment
Civil	BD260	050020 - Civil Engineer V	Engineer Salary increase	\$ 10,930.80	Recruitment
Civil	BD261	050505 - Structural Engineer V	Engineer Salary increase	\$ 9,941.80	Recruitment
Civil	BD262	050020 - Civil Engineer V	Engineer Salary increase	\$ 10,930.80	Recruitment
Civil	BD263	050510 - Chf Structural Engineer	Engineer Salary increase	\$ 11,368.80	Recruitment
Civil	BD308	155050 - Civil Engineer VII	Engineer Salary increase	\$ 15,138.00	Recruitment
Civil	BD465	155055 - Civil Engineer VIII	Engineer Salary increase	\$ 20,319.60	Recruitment
Civil	BD567	050020 - Civil Engineer V	Engineer Salary increase	\$ 7,678.80	Recruitment
Civil	BD241	050025 - Civil Engineer VI	Engineer Salary increase	\$ 11,822.40	Recruitment
Civil	BD244	050030 - Design/Constr Branch Engr	Engineer Salary increase	\$ 8,982.00	Recruitment
Civil	BD245	050020 - Civil Engineer V	Engineer Salary increase	\$ 10,209.70	Recruitment
Civil	BD250	050020 - Civil Engineer V	Engineer Salary increase	\$ 8,982.00	Recruitment
Civil	BD251	050020 - Civil Engineer V	Engineer Salary increase	\$ 10,930.80	Recruitment
Civil	BD256	050025 - Civil Engineer VI	Engineer Salary increase	\$ 12,296.40	Recruitment

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

APPLICATIONS	IS192	Software Developer I	NEW SHORTAGE DIFFERENTIAL	\$ 7,392.00	RETENTION
APPLICATIONS	IS197	Software Developer III	NEW SHORTAGE DIFFERENTIAL	\$ 9,600.00	RETENTION
APPLICATIONS	IS199	Software Developer III	NEW SHORTAGE DIFFERENTIAL	\$ 3,576.00	RETENTION
APPLICATIONS	IS207	Software Developer I	NEW SHORTAGE DIFFERENTIAL	\$ 9,600.00	RETENTION
APPLICATIONS	IS211	Software Developer III	NEW SHORTAGE DIFFERENTIAL	\$ 3,600.00	RETENTION
APPLICATIONS	IS212	Software Developer IV	NEW SHORTAGE DIFFERENTIAL	\$ 7,200.00	RETENTION
APPLICATIONS	IS213	Software Developer II	NEW SHORTAGE DIFFERENTIAL	\$ 12,000.00	RETENTION
APPLICATIONS	IS214	Software Developer I	NEW SHORTAGE DIFFERENTIAL	\$ 12,000.00	RETENTION
APPLICATIONS	IS217	Software Developer III	NEW SHORTAGE DIFFERENTIAL	\$ 12,000.00	RETENTION
APPLICATIONS	IS218	Software Developer I	NEW SHORTAGE DIFFERENTIAL	\$ 12,000.00	RETENTION
APPLICATIONS	IS221	Software Developer I	NEW SHORTAGE DIFFERENTIAL	\$ 7,392.00	RETENTION
APPLICATIONS	IS232	Software Developer III	NEW SHORTAGE DIFFERENTIAL	\$ 8,400.00	RETENTION
APPLICATIONS	IS236	Software Developer III	NEW SHORTAGE DIFFERENTIAL	\$ 4,800.00	RETENTION
APPLICATIONS	IS254	Software Developer I	NEW SHORTAGE DIFFERENTIAL	\$ 7,392.00	RETENTION
CNET	IS128	Data Processing Systems Analyst IV	NEW SHORTAGE DIFFERENTIAL	\$ 444.00	RETENTION
ERP/CSR	IS216	Data Processing Systems Analyst III	NEW SHORTAGE DIFFERENTIAL	\$ 348.00	RETENTION
ERP/CSR	IS267	Data Processing Systems Analyst IV	NEW SHORTAGE DIFFERENTIAL	\$ 444.00	RETENTION
TECH SUPPORT	IS121	Data Processing Systems Analyst IV	NEW SHORTAGE DIFFERENTIAL	\$ 2,736.00	RETENTION
DEPARTMENT:	TRANSPORTATION SERVICES				
				AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION		
ADMINSTRATION	TR533	MANAGEMENT ANALYST VI	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$ 4,068.00	RETENTION
ADMINSTRATION	TR538	PLANNER VII	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$ 34,032.00	RETENTION
TRANSPORTATION PERFORMANCE AND DEVELOPMENT	TR535	PLANNER VII	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$ 34,032.00	RETENTION
TRANSPORTATION RAIL	TR526	PLANNER VII	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$ 39,120.00	RETENTION
TRANSPORTATION RAIL	TR527	PLANNER VI	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$ 29,564.16	RETENTION
TRANSPORTATION RAIL	TR531	PLANNER VII	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$ 34,032.00	RETENTION
TRANSPORTATION ENGINEERING	TR313	CIVIL ENGINEER III	OBJECT CODE 1101 - REGULAR PAY	\$ 6,156.00	RETENTION
TRANSPORTATION ENGINEERING	TR294	CIVIL ENGINEER V	OBJECT CODE 1101- REGULAR PAY	\$ 13,284.00	RETENTION
TRANSPORTATION ENGINEERING	TR298	CIVIL ENGINEER V	OBJECT CODE 1101- REGULAR PAY	\$ 11,628.00	RETENTION

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

TRANSPORTATION ENGINEERING	TR283	TRAFFIC ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$ 13,668.00	RETENTION
TRANSPORTATION ENGINEERING	TR270	TRAFFIC ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$ 16,044.00	RETENTION
TRANSPORTATION ENGINEERING	TR508	CIVIL ENGINEER V	OBJECT CODE 1101- REGULAR PAY	\$ 14,256.00	RETENTION
TRANSPORTATION ENGINEERING	TR517	CIVIL ENGINEER VI	OBJECT CODE 1101- REGULAR PAY	\$ 7,128.00	RETENTION
TRANSPORTATION ENGINEERING	TR545	CIVIL ENGINEER V	OBJECT CODE 1101- REGULAR PAY	\$ 11,232.00	RETENTION
TRANSPORTATION TECHNOLOGY	TR195	ELECTRICAL ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$ 5,952.00	RETENTION
TRANSPORTATION TECHNOLOGY	TR509	ELECTRICAL ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$ 6,612.00	RETENTION
TRANSPORTATION MOBILITY	TR469	CIVIL ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$ 3,972.00	RETENTION
TRANSPORTATION MOBILITY	TR470	CIVIL ENGINEER VI	OBJECT CODE 1101- REGULAR PAY	\$ 14,676.00	RETENTION
DEPARTMENT: ENVIRONMENTAL SERVICES					
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION
CSM	WS564	CIVIL ENGINEER I	SHORTAGE DIFFERENTIAL	\$ 2,976.00	RETENTION
CSM	WS687	DESIGN & CONSTRUCTION BRANCH CHIE	SHORTAGE DIFFERENTIAL	\$ 17,832.00	RETENTION
CSM	WS698	SUPVG CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$ 14,892.00	RETENTION
CSM	WS699	SENIOR CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$ 15,888.00	RETENTION
CSM	WS732	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$ 13,764.00	RETENTION
CSM	WS738	CIVIL ENGINEER I	SHORTAGE DIFFERENTIAL	\$ 2,976.00	RETENTION
CSM	WS739	CIVIL ENGINEER II	SHORTAGE DIFFERENTIAL	\$ 3,300.00	RETENTION
CSM	WS748	CIVIL ENGINEER I	SHORTAGE DIFFERENTIAL	\$ 2,976.00	RETENTION
CSM	WS934	DESIGN & CONSTRUCTION BRANCH CHIE	SHORTAGE DIFFERENTIAL	\$ 14,676.00	RETENTION
EQ	WS113	DESIGN & CONSTRUCTION BRANCH CHIE	SHORTAGE DIFFERENTIAL	\$ 12,300.00	RETENTION
EQ	WS264	CIVIL ENGINEER I	SHORTAGE DIFFERENTIAL	\$ 2,976.00	RETENTION
EQ	WS408	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$ 16,044.00	RETENTION
EQ	WS529	CIVIL ENGINEER II	SHORTAGE DIFFERENTIAL	\$ 3,300.00	RETENTION
EQ	WS786	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$ 2,820.00	RETENTION
EQ	WS841	CIVIL ENGINEER II	SHORTAGE DIFFERENTIAL	\$ 3,300.00	RETENTION
EQ	WS842	CIVIL ENGINEER I	SHORTAGE DIFFERENTIAL	\$ 2,976.00	RETENTION
EQ	WS867	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$ 16,044.00	RETENTION
EQ	WS980	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$ 3,972.00	RETENTION
OAS	WS808	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$ 11,676.00	RETENTION
OAS	WS992	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$ 3,972.00	RETENTION

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

OAS	WS993	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	17,832.00	RETENTION
REF	WR242	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$	6,612.00	RETENTION
WEC	WW005	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	16,044.00	RETENTION
WEC	WW006	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$	5,544.00	RETENTION
WEC	WW007	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$	3,300.00	RETENTION
WEC	WW014	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$	5,952.00	RETENTION
WEC	WW015	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	14,676.00	RETENTION
WEC	WW016	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	11,268.00	RETENTION
WEC	WW022	CIVIL ENGINEER IV	SHORTAGE DIFFERENTIAL	\$	11,544.00	RETENTION
WEC	WW023	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	8,244.00	RETENTION
WEC	WW027	CIVIL ENGINEER II	SHORTAGE DIFFERENTIAL	\$	3,300.00	RETENTION
WEC	WW028	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$	9,264.00	RETENTION
WEC	WW029	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	14,256.00	RETENTION
WEC	WW030	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	14,256.00	RETENTION
WEC	WW033	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	8,244.00	RETENTION
WEC	WW042	CIVIL ENGINEER VI	SHORTAGE DIFFERENTIAL	\$	12,672.00	RETENTION
WEC	WW043	DESIGN & CONSTRUCTION BRANCH CHIEF	SHORTAGE DIFFERENTIAL	\$	12,984.00	RETENTION
WEC	WW051	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL	\$	3,300.00	RETENTION
WEC	WW052	CIVIL ENGINEER II	SHORTAGE DIFFERENTIAL	\$	2,976.00	RETENTION
WEC	WW064	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	18,612.00	RETENTION
WEC	WW065	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	18,612.00	RETENTION
WEC	WW066	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	18,612.00	RETENTION
WEC	WW067	SUPVG CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	5,592.00	RETENTION
WEC	WW068	SUPVG CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	7,452.00	RETENTION
WEC	WW069	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	14,892.00	RETENTION
WEC	WW071	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	5,592.00	RETENTION
WEC	WW072	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	18,612.00	RETENTION
WEC	WW073	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	14,892.00	RETENTION
WEC	WW074	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	15,888.00	RETENTION
WEC	WW075	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	2,184.00	RETENTION
WEC	WW076	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	2,184.00	RETENTION
WEC	WW077	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	13,032.00	RETENTION
WEC	WW084	ASST CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	12,684.00	RETENTION
WEC	WW085	ASST CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	13,428.00	RETENTION
WEC	WW086	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	18,612.00	RETENTION
WEC	WW087	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	18,612.00	RETENTION
WEC	WW088	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	9,864.00	RETENTION
WEC	WW089	SUPVG CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	18,612.00	RETENTION
WEC	WW091	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	16,752.00	RETENTION
WEC	WW094	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$	13,032.00	RETENTION
WTD	WS989	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	16,044.00	RETENTION
WEC	WW093	CIVIL ENGINEER II	SHORTAGE DIFFERENTIAL	\$	137.00	RETENTION
WEC	WW011	CIVIL ENGINEER I	SHORTAGE DIFFERENTIAL	\$	744.00	RETENTION
WEC	WW018	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL	\$	3,888.00	RETENTION

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

WEC	WW034	CIVIL ENGINEER VI	SHORTAGE DIFFERENTIAL	\$ 6,336.00	RETENTION
WEC	WW062	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL	\$ 8,530.50	RETENTION
WEC	WW090	INDUSTRIAL CONSTRUCTION INSPEC	SHORTAGE DIFFERENTIAL	\$ 918.00	RETENTION
CSM	WS564	CIVIL ENGINEER I	Salary increase	\$ 5,400.00	RETENTION
CSM	WS687	DESIGN & CONSTRUCTION BRANCH CHIE	Salary increase	\$ 24,084.00	RETENTION
CSM	WS732	CIVIL ENGINEER V	Salary increase	\$ 16,164.00	RETENTION
CSM	WS738	CIVIL ENGINEER I	Salary increase	\$ 5,400.00	RETENTION
CSM	WS739	CIVIL ENGINEER II	Salary increase	\$ 5,832.00	RETENTION
CSM	WS748	CIVIL ENGINEER I	Salary increase	\$ 5,400.00	RETENTION
CSM	WS934	DESIGN & CONSTRUCTION BRANCH CHIE	Salary increase	\$ 26,040.00	RETENTION
EQ	WS113	DESIGN & CONSTRUCTION BRANCH CHIE	Salary increase	\$ 28,128.00	RETENTION
EQ	WS264	CIVIL ENGINEER I	Salary increase	\$ 5,400.00	RETENTION
EQ	WS408	CIVIL ENGINEER V	Salary increase	\$ 17,520.00	RETENTION
EQ	WS529	CIVIL ENGINEER II	Salary increase	\$ 5,832.00	RETENTION
EQ	WS786	CIVIL ENGINEER III	Salary increase	\$ 6,564.00	RETENTION
EQ	WS841	CIVIL ENGINEER II	Salary increase	\$ 5,832.00	RETENTION
EQ	WS842	CIVIL ENGINEER I	Salary increase	\$ 5,400.00	RETENTION
EQ	WS867	CIVIL ENGINEER V	Salary increase	\$ 17,520.00	RETENTION
EQ	WS980	CIVIL ENGINEER III	Salary increase	\$ 7,380.00	RETENTION
OAS	WS808	CIVIL ENGINEER V	Salary increase	\$ 20,448.00	RETENTION
OAS	WS992	CIVIL ENGINEER III	Salary increase	\$ 7,680.00	RETENTION
OAS	WS993	CIVIL ENGINEER V	Salary increase	\$ 17,520.00	RETENTION
REF	WR242	CIVIL ENGINEER III	Salary increase	\$ 6,828.00	RETENTION
WEC	WW005	CIVIL ENGINEER V	Salary increase	\$ 17,520.00	RETENTION
WEC	WW006	CIVIL ENGINEER III	Salary increase	\$ 7,104.00	RETENTION
WEC	WW007	CIVIL ENGINEER III	Salary increase	\$ 6,049.00	RETENTION
WEC	WW014	CIVIL ENGINEER III	Salary increase	\$ 7,104.00	RETENTION
WEC	WW015	CIVIL ENGINEER V	Salary increase	\$ 18,240.00	RETENTION
WEC	WW016	CIVIL ENGINEER V	Salary increase	\$ 17,520.00	RETENTION
WEC	WW022	CIVIL ENGINEER IV	Salary increase	\$ 15,048.00	RETENTION
WEC	WW023	CIVIL ENGINEER V	Salary increase	\$ 18,936.00	RETENTION
WEC	WW027	CIVIL ENGINEER II	Salary increase	\$ 5,832.00	RETENTION
WEC	WW028	CIVIL ENGINEER III	Salary increase	\$ 7,680.00	RETENTION
WEC	WW029	CIVIL ENGINEER V	Salary increase	\$ 18,240.00	RETENTION
WEC	WW030	CIVIL ENGINEER V	Salary increase	\$ 18,240.00	RETENTION
WEC	WW033	CIVIL ENGINEER V	Salary increase	\$ 18,240.00	RETENTION
WEC	WW043	DESIGN & CONSTRUCTION BRANCH CHIE	Salary increase	\$ 27,036.00	RETENTION
WEC	WW051	CIVIL ENGINEER III	Salary increase	\$ 6,312.00	RETENTION
WEC	WW052	CIVIL ENGINEER II	Salary increase	\$ 5,832.00	RETENTION
WEC	WW088	CIVIL ENGINEER V	Salary increase	\$ 18,240.00	RETENTION
WTD	WS989	CIVIL ENGINEER V	Salary increase	\$ 17,520.00	RETENTION
WEC	WW093	CIVIL ENGINEER II	Salary increase	\$ 263.00	RETENTION
WEC	WW011	CIVIL ENGINEER I	Salary increase	\$ 1,350.00	RETENTION
WEC	WW018	CIVIL ENGINEER V	Salary increase	\$ 6,816.00	RETENTION

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

WEC	WW034	CIVIL ENGINEER VI	Salary increase	\$ 8,760.00	RETENTION
DEPARTMENT:		Honolulu Emergency Services Department			
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION
Health Services	HD745	Physician	RINSD (Recruitment Incentive Shortage)	\$11.54/hour	both
Health Services	HD751	Medical Assessment Specialist II	RINSD (Recruitment Incentive Shortage)	\$1,100/month	both
DEPARTMENT:		Police			
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION
Communications	PC128	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 3,073.50	Retention
Communications	PC129	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,327.50	Retention
Communications	PC130	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,720.50	Retention
Communications	PC337	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,288.00	Retention
Communications	PC340	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,408.50	Retention
Communications	PC345	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,312.00	Retention
Communications	PC346	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,699.50	Retention
Communications	PC348	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,275.00	Retention
Communications	PC368	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 386.50	Retention
Communications	PC370	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,834.00	Retention
Communications	PC371	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 612.00	Retention
Communications	PC382	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,391.50	Retention
Communications	PC388	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,746.50	Retention

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Communications	PC391	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,111.50	Retention
Communications	PC392	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,822.50	Retention
Communications	PC393	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,780.00	Retention
Communications	PC383	911 Emergency Response Operator II	Object Code 1123 - Recruit & Retention Incentive	\$ 3,276.50	Retention
Communications	PC384	911 Emergency Response Operator II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,433.00	Retention
Communications	PC385	911 Emergency Response Operator II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,299.50	Retention
Communications	PC386	911 Emergency Response Operator III	Object Code 1123 - Recruit & Retention Incentive	\$ 2,218.00	Retention
Communications	PC144	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 174.00	Retention
Communications	PC162	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,126.00	Retention
Communications	PC214	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,685.00	Retention
Communications	PC216	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 3,014.50	Retention
Communications	PC219	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,204.00	Retention
Communications	PC220	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 4,008.00	Retention
Communications	PC221	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,983.00	Retention
Communications	PC254	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,920.00	Retention
Communications	PC261	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,252.00	Retention
Communications	PC271	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,053.00	Retention
Communications	PC373	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,314.00	Retention
Communications	PC380	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,167.00	Retention
Communications	PC450	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 480.00	Retention
Communications	PC459	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,200.00	Retention
Communications	PC463	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 464.00	Retention

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Communications	PC484	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 1,999.00	Retention
Communications	PC583	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,105.50	Retention
Communications	PC656	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,192.00	Retention
Communications	PC110	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 1,665.50	Retention
Communications	PC111	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,604.00	Retention
Communications	PC113	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,535.50	Retention
Communications	PC139	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,883.50	Retention
Communications	PC140	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 1,894.50	Retention
Communications	PC141	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,563.00	Retention
Communications	PC143	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,314.50	Retention
Communications	PC144	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 708.00	Retention
Communications	PC145	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,966.00	Retention
Communications	PC146	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,479.50	Retention
Communications	PC147	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,282.00	Retention
Communications	PC148	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,761.00	Retention
Communications	PC161	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,405.00	Retention
Communications	PC163	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 4,293.50	Retention
Communications	PC199	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,701.50	Retention
Communications	PC200	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,526.00	Retention
Communications	PC202	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,534.50	Retention
Communications	PC203	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,124.00	Retention
Communications	PC205	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 1,953.00	Retention

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Communications	PC206	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,240.00	Retention
Communications	PC207	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 40.00	Retention
Communications	PC209	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,401.00	Retention
Communications	PC211	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 4,846.50	Retention
Communications	PC212	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 4,190.50	Retention
Communications	PC213	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 1,790.00	Retention
Communications	PC215	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 1,865.00	Retention
Communications	PC218	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 4,324.50	Retention
Communications	PC219	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 471.50	Retention
Communications	PC251	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,983.00	Retention
Communications	PC252	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 5,020.00	Retention
Communications	PC253	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,616.50	Retention
Communications	PC257	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,370.00	Retention
Communications	PC258	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,841.50	Retention
Communications	PC262	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,539.00	Retention
Communications	PC263	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,482.50	Retention
Communications	PC264	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 938.00	Retention
Communications	PC267	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 3,862.50	Retention
Communications	PC268	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,338.00	Retention
Communications	PC270	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,842.50	Retention
Communications	PC374	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 3,800.50	Retention
Communications	PC449	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,137.50	Retention

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Communications	PC451	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,691.00	Retention
Communications	PC452	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 3,453.00	Retention
Communications	PC455	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 3,135.50	Retention
Communications	PC456	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,392.00	Retention
Communications	PC458	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 1,864.50	Retention
Communications	PC460	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,202.50	Retention
Communications	PC461	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 724.00	Retention
Communications	PC466	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,715.00	Retention
Communications	PC467	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,370.00	Retention
Communications	PC468	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 1,988.00	Retention
Communications	PC491	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,220.00	Retention
Communications	PC564	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,240.50	Retention
Communications	PC570	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,804.50	Retention
Communications	PC571	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 1,326.00	Retention
Communications	PC585	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 5,587.00	Retention
Communications	PC587	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 4,838.50	Retention
Communications	PC589	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 4,720.50	Retention
Communications	PC590	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 4,799.50	Retention
Communications	PC613	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,888.50	Retention
Communications	PC616	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 5,121.00	Retention
Communications	PC617	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,149.00	Retention
Communications	PC620	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,227.00	Retention

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Communications	PC626	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,530.50	Retention
Communications	PC627	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,653.50	Retention
Communications	PC654	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,561.00	Retention
Communications	PC656	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 248.00	Retention
Communications	PC154	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 2,002.00	Retention
Communications	PC155	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 3,138.50	Retention
Communications	PC157	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 2,426.00	Retention
Communications	PC167	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 3,532.50	Retention
Communications	PC364	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 3,861.00	Retention
Communications	PC492	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 2,395.00	Retention
Communications	PC493	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 2,918.50	Retention
Communications	PC496	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 2,477.50	Retention
Training	P9521	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9556	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9528	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9574	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9588	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9611	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9589	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9590	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9591	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9592	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Training	P9593	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9595	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9596	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9597	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9599	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9602	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9603	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9608	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9609	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Training	P9534	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9553	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9590	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9604	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9607	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9610	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9614	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9615	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9616	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9617	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9500	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9620	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Training	P9621	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

DEPARTMENT:		Department of Planning and Permitting				
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION	
Building	LU432	CIVIL ENGINEER II	Shortage Differential	6,600.00	Retention	
Building	LU432	CIVIL ENGINEER II	Salary increase	5,400.00	Retention	
Building	LU428	PLANS EXAMINING ENGINEER III	Shortage Differential	6,336.00	Retention	
Building	LU428	PLANS EXAMINING ENGINEER III	Salary increase	6,312.00	Retention	
Building	LU429	PLANS EXAMINING ENGINEER III	Shortage Differential	6,336.00	Retention	
Building	LU429	PLANS EXAMINING ENGINEER III	Salary increase	6,312.00	Retention	
Site Development	LU318	CIVIL ENGINEER III	Shortage Differential	13,224.00	Retention	
Site Development	LU318	CIVIL ENGINEER III	Salary increase	6,564.00	Retention	
Site Development	LU354	CIVIL ENGINEER III	Shortage Differential	12,312.00	Retention	
Site Development	LU354	CIVIL ENGINEER III	Salary increase	6,564.00	Retention	
Building	LU648	CIVIL ENGINEER III	Shortage Differential	12,312.00	Retention	
Building	LU648	CIVIL ENGINEER III	Salary increase	6,564.00	Retention	
Building	LU649	CIVIL ENGINEER III	Shortage Differential	13,224.00	Retention	
Building	LU649	CIVIL ENGINEER III	Salary increase	6,564.00	Retention	
Site Development	LU310	CONSTRUCTION INSPECTOR	Shortage Differential	4,368.00	Retention	
Site Development	LU311	CIVIL ENGINEER III	Shortage Differential	13,224.00	Retention	
Site Development	LU311	CIVIL ENGINEER III	Salary increase	8,031.00	Retention	
Site Development	LU312	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention	
Site Development	LU313	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	11,184.00	Retention	
Site Development	LU314	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention	
Site Development	LU315	SUPVGV CONSTRUCTION INSPECTOR	Shortage Differential	22,344.00	Retention	
Site Development	LU322	CIVIL ENGINEER IV	Shortage Differential	20,520.00	Retention	
Site Development	LU322	CIVIL ENGINEER IV	Salary increase	6,828.00	Retention	
Building	LU644	CIVIL ENGINEER III	Shortage Differential	11,904.00	Retention	
Building	LU644	CIVIL ENGINEER III	Salary increase	6,828.00	Retention	
Site Development	LU308	CIVIL ENGINEER III	Shortage Differential	11,904.00	Retention	
Site Development	LU308	CIVIL ENGINEER III	Salary increase	8,604.00	Retention	
Building	LU650	CIVIL ENGINEER III	Shortage Differential	11,904.00	Retention	
Building	LU650	CIVIL ENGINEER III	Salary increase	7,104.00	Retention	
Building	LU434	PLANS EXAMINING ENGINEER III	Shortage Differential	10,512.00	Retention	
Building	LU434	PLANS EXAMINING ENGINEER III	Salary increase	7,680.00	Retention	
Site Development	LU334	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention	
Site Development	LU338	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention	

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Site Development	LU350	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	33,504.00	Retention
Site Development	LU351	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	11,184.00	Retention
Site Development	LU352	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	26,064.00	Retention
Site Development	LU353	CHIEF CONSTRUCTION INSPECTOR	Shortage Differential	22,344.00	Retention
Site Development	LU300	CIVIL ENGINEER III	Shortage Differential	18,816.00	Retention
Site Development	LU300	CIVIL ENGINEER III	Salary increase	7,992.00	Retention
Site Development	LU356	CONSTRUCTION INSPECTOR	Shortage Differential	33,504.00	Retention
Site Development	LU357	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Site Development	LU359	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Site Development	LU366	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Site Development	LU367	CONSTRUCTION INSPECTOR	Shortage Differential	3,744.00	Retention
Site Development	LU368	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Building	LU430	PLANS EXAMINING ENGINEER III	Shortage Differential	12,552.00	Retention
Building	LU430	PLANS EXAMINING ENGINEER III	Salary increase	8,304.00	Retention
Site Development	LU321	CIVIL ENGINEER IV	Shortage Differential	28,152.00	Retention
Site Development	LU321	CIVIL ENGINEER IV	Salary increase	18,082.00	Retention
Site Development	LU302	CIVIL ENGINEER IV	Shortage Differential	20,520.00	Retention
Site Development	LU302	CIVIL ENGINEER IV	Salary increase	16,344.00	Retention
Building	LU423	MECHANICAL ENGINEER V	Shortage Differential	35,664.00	Retention
Building	LU423	MECHANICAL ENGINEER V	Salary increase	17,520.00	Retention
Site Development	LU324	CIVIL ENGINEER V	Shortage Differential	28,512.00	Retention
Site Development	LU324	CIVIL ENGINEER V	Salary increase	18,240.00	Retention
Site Development	LU303	CIVIL ENGINEER V	Shortage Differential	24,960.00	Retention
Site Development	LU303	CIVIL ENGINEER V	Salary increase	19,797.00	Retention
Building	LU647	CIVIL ENGINEER V	Shortage Differential	26,568.00	Retention
Building	LU647	CIVIL ENGINEER V	Salary increase	22,367.00	Retention
Site Development	LU301	CIVIL ENGINEER V	Shortage Differential	22,464.00	Retention
Site Development	LU301	CIVIL ENGINEER V	Salary increase	20,448.00	Retention
Building	LU421	ELECTRICAL ENGINEER V	Shortage Differential	23,352.00	Retention
Building	LU421	ELECTRICAL ENGINEER V	Salary increase	20,448.00	Retention
Site Development	LU305	CIVIL ENGINEER V	Shortage Differential	21,864.00	Retention
Site Development	LU305	CIVIL ENGINEER V	Salary increase	24,819.00	Retention
Site Development	LU319	TRAFFIC ENGINEER II	Shortage Differential	15,912.00	Retention
Site Development	LU319	TRAFFIC ENGINEER II	Salary increase	21,288.00	Retention
Building	LU646	CIVIL ENGINEER VI	Shortage Differential	21,384.00	Retention
Building	LU646	CIVIL ENGINEER VI	Salary increase	14,016.00	Retention
Site Development	LU306	CIVIL ENGINEER VI	Shortage Differential	35,664.00	Retention

ORD 24-9, SECTION 16 REPORT ON INCENTIVE PAYMENTS

Site Development	LU306	CIVIL ENGINEER VI	Salary increase	14,652.00	Retention
Building	LU435	PLANS EXAMINING ENGINEER VI	Shortage Differential	23,496.00	Retention
Building	LU435	PLANS EXAMINING ENGINEER VI	Salary increase	17,760.00	Retention
Building	LU425	MECHANICAL ENGINEER VI	Shortage Differential	9,144.00	Retention
Building	LU425	MECHANICAL ENGINEER VI	Salary increase	19,188.00	Retention
Building	LU651	SUPVG CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Building	LU652	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Building	LU653	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	18,624.00	Retention
Building	LU656	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Building	LU657	CONSTRUCTION INSPECTOR	Shortage Differential	18,624.00	Retention
Building	LU681	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Building	LU682	CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention
Building	LU683	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	29,784.00	Retention
Building	LU684	SENIOR CONSTRUCTION INSPECTOR	Shortage Differential	37,224.00	Retention