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2025 Commission Members:

Sarah E. Guay, *Chair*
Elmer K. Ka'ai, Jr., *Vice-Chair*
Marie Kumabe, *Commissioner*
Emmit Kane, *Commissioner*
'Auli'i Dudoit, *Commissioner*

SALARY COMMISSION

Komikina Uku Hana

CITY AND COUNTY OF HONOLULU
530 South King Street, Room 207 • Honolulu, Hawaii

April 23, 2025

The Honorable Rick Blangiardi, Mayor
City and County of Honolulu
Honolulu Hale
520 South King Street, Rm. 300
Honolulu, Hawaii 96813

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 Mayor Blangiardi, Chair Waters, and Councilmembers -

On behalf of the 2025 Salary Commission, I respectfully submit the attached two Findings of Fact and two Resolutions to establish salaries and salary schedules for Councilmembers and other elected and appointed officials of the City and County of Honolulu listed in Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"). Pursuant to the Charter, Councilmember salaries will take effect as of July 1, 2025. For those salaries other than the Councilmembers', the effective date is also July 1, 2025, unless rejected by a three-fourths majority of the entire membership of the City Council.

As Chair of the 2025 Salary Commission, I believe the salaries and salary schedules set forth in the attached Resolutions, as supported by the attached Findings of Fact, are consistent with the requirements to provide adequate compensation for work performed and preserve a sensible relationship between the salaries set by the Salary Commission and the salaries of other City employees.

Sincerely,

Sarah Guay, Chair
Salary Commission
City and County of Honolulu

Enclosure

COUNCIL COM. 123
SALARY

THE 2025 CITY AND COUNTY OF HONOLULU'S SALARY COMMISSION RESOLUTION ESTABLISHING THE SALARIES FOR THE POSITION OF HONOLULU CITY COUNCILMEMBER

APRIL 23, 2025

ESTABLISHING SALARIES FOR THE CITY COUNCIL IN ACCORDANCE WITH THE REVISED CHARTER OF THE CITY AND COUNTY OF HONOLULU 1973 (AMENDED 2017 EDITION), AS AMENDED.

WHEREAS, Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"), creates a Salary Commission to establish the salaries for elected officials of the City and County of Honolulu ("City"), namely, the Mayor, the City Council, and the Prosecuting Attorney; the salaries for designated appointed City officials, namely, the Managing Director, the Deputy Managing Director, the Band Director, Department Heads, and Deputy Department Heads, except directors and deputy directors who are appointed in accordance with civil service laws; and the salary schedules for the Deputies of the Corporation Counsel and the Deputies of the Prosecuting Attorney; and

WHEREAS, Charter Section 3-122 further provides that the Salary Commission shall convene no later than the first day of February each year, and shall, after public hearing, establish salaries and salary schedules no later than the first day of May subsequent thereto, with said salaries and salary schedules to be effective prospectively from the first day of the fiscal year subsequent to their adoption by the Commission; and

WHEREAS, Charter Section 3-122 further provides that the Salary 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; and

WHEREAS, Charter Section 3-122 dictates that any action of the Salary Commission altering salaries shall be by resolutions accompanied by findings of fact; that the resolution altering the salaries for members of the Honolulu City Council shall be separate from the resolution altering the salaries and salary schedules for other positions; and that both resolutions shall be filed with the office of the City Clerk and forwarded to the Mayor and the City Council, but the resolution altering the salaries and salary schedules for positions other than City Councilmembers shall take effect without the concurrence of the City Council 60 calendar days after its adoption by the Salary Commission unless rejected, in whole or in part, by a three-quarters vote of the City Council's entire membership; and

WHEREAS, the Salary Commission has this day adopted Findings of Fact, which are attached hereto and incorporated herein; now, therefore,

BE IT RESOLVED by the 2025 Salary Commission of the City and County of Honolulu that the salaries for members of the City Council (except the Chair) shall be increased by 4% from their salaries for FY 2024-2025, and the salary for the Chair of the City Council shall be ten thousand dollars ($10,000) above the salary for City Councilmembers, as set forth below:

Position	**FY 2025-2026 Proposed Salaries**
City Council Chair	$132,048
City Councilmembers	$122,064

IN WITNESS WHEREOF, the undersigned members of the 2025 Salary Commission have signed this resolution as of 23 April 2025, and transmitted it together with their findings of fact attached hereto to the Mayor and the City Council of the City and County of Honolulu this 23 day of April 2025.

SARAH E. GUAY, CHAIR

ELMER KA'AI, VICE-CHAIR

MARIE KUMABE

EMMIT KANE

'AULI'I DUDOIT

THE 2025 CITY AND COUNTY OF HONOLULU SALARY COMMISSION
FINDINGS OF FACT IN SUPPORT OF
RESOLUTION ESTABLISHING THE SALARIES FOR THE POSITION OF
HONOLULU CITY COUNCILMEMBER

APRIL 23, 2025

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"), the City and County of Honolulu ("City") Salary Commission makes the following findings of fact in support of its adjustment to the salaries for the Honolulu City Council, to be effective July 1, 2025:

1. The Salary Commission has the authority to annually establish the salaries of elected City officials, including the Honolulu City Council ("Council").

2. The Salary Commission is composed of volunteer commissioners who are mindful of rapidly fluctuating economic conditions as well as their obligation to set salaries consistent with the principles of adequate compensation for work performed and preservation of a sensible relationship between the salaries that they set with the salaries of other City employees, as set forth in the Charter. For purposes of setting the salaries for members of the Council, it is required that any salary changes be substantially equivalent to the average of the most recent annual salary changes for employees in the City's various collective bargaining units. In determining the average of the most recent annual salary changes of the City's collective bargaining positions, the Commission considers the overall percentage of the salary changes for the collective bargaining units, as well as the salary changes that result from the employees' time in service, lump-sum payments, and any other relevant factors; provided that the Commission may not increase the salary for Councilmembers by more than 5 percent from one fiscal year to the next.

3. On February 21, 2025, the Salary Commission created a permitted interaction group ("PIG") pursuant to Section 92-2.5, Hawai'i Revised Statutes ("HRS"), to investigate and recommend salaries for fiscal year (FY) 2025-2026 for Councilmembers and others whose salaries the Salary Commission is authorized to set. The PIG presented its findings and recommendations to the full Salary Commission at its meeting held on March 18, 2025, recommending for discussion a range of salary increases for these officials.

4. The Salary Commission held a public hearing on the salaries for Councilmembers, and the PIG's findings and recommendations thereon, on April 9, 2025.

5. In accordance with the Charter and HRS Chapter 92, the Salary Commission's meetings held on January 23, 2025; February 21, 2025; March 18, 2025; and April 9, 2025; were duly noticed and afforded opportunities for public comment.

6. To assist in its annual review of salaries, the Salary Commission solicited input from the City's Department of Human Resources and the general public. The Commission did not receive any testimony, written or oral, from the general public at any of its meetings.

7. The Salary Commission also considered all testimony, the cost-of-living index from the previous year, historical salary data, the most recent annual salary changes for employees in the City's various collective bargaining units, current salary ranges for excluded managers within the City, the schedule of raises for excluded managers over the past five years, challenges with recruitment for City positions, the duties and responsibilities of City positions, inversion challenges, and other data provided by the Department of Human Resources.

8. Due to ongoing negotiations, the FY 2025-2026 salary increases for the various collective bargaining units ("CBUs") are unknown. The Salary Commission referenced past CBU increases in its consideration.

9. The Salary Commission also considered that the actual 2024 Consumer Price Index ("CPI") for Honolulu was 4.1%, but the forecast increase has fluctuated greatly due to economic uncertainty. Regardless, the Salary Commission generally believes that a minimum salary increase that adequately accounts for an estimated increase in overall inflation is appropriate.

10. The Salary Commission finds that a 4% increase in wages is an acceptable increase to address the effects of inflation and increasing CPI-U (Consumer Price Index for All Urban Consumers).

11. To keep pace with increases granted to the various collective bargaining units, the Salary Commission concludes that a 4% salary increase for Councilmembers (except the Chair, whose salary adjustment is set forth below) is consistent with the principles of adequate compensation for work performed and preservation of a sensible relationship with the salaries of other City employees, as the Salary Commission is directed to do by Section 3-122.4 of the City Charter.

12. The salary for the City Council Chair will continue to be set at $10,000 above the salary for the Councilmembers.

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, 2025.

SARAH E. GUAY, CHAIR

ELMER KA'AI, VICE-CHAIR

'AULI'I DUDOIT

MARIE KUMABE

EMMIT KANE

THE 2025 CITY AND COUNTY OF HONOLULU'S SALARY COMMISSION
RESOLUTION ESTABLISHING THE SALARIES FOR POSITIONS
OTHER THAN THE POSITION OF HONOLULU CITY COUNCILMEMBER

APRIL 23, 2025

ESTABLISHING SALARIES AND SALARY SCHEDULES FOR POSITIONS OTHER THAN THE POSITION OF CITY COUNCILMEMBER IN ACCORDANCE WITH THE REVISED CHARTER OF THE CITY AND COUNTY OF HONOLULU 1973 (AMENDED 2017 EDITION), AS AMENDED.

WHEREAS, Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"), creates a Salary Commission to establish the salaries for elected officials of the City and County of Honolulu ("City"), namely, the Mayor, the City Council, and the Prosecuting Attorney; the salaries for designated appointed City officials, namely, the Managing Director, the Deputy Managing Director, the Band Director, Department Heads, and Deputy Department Heads, except directors and deputy directors who are appointed in accordance with civil service laws; and the salary schedules for the Deputies of the Corporation Counsel and the Deputies of the Prosecuting Attorney; and

WHEREAS, Charter Section 3-122 further provides that the Salary Commission shall convene no later than the first day of February each year, and shall, after public hearing, establish salaries and salary schedules no later than the first day of May subsequent thereto, with said salaries and salary schedules to be effective prospectively from the first day of the fiscal year subsequent to their adoption by the Commission; and

WHEREAS, Charter Section 3-122 further provides that the Salary 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; and

WHEREAS, Charter Section 3-122 dictates that any action of the Salary Commission altering salaries shall be by resolutions accompanied by findings of fact; that the resolution altering the salaries for members of the Honolulu City Council shall be separate from the resolution altering the salaries and salary schedules for other positions; and that both resolutions shall be filed with the office of the City Clerk and forwarded to the Mayor and the City Council, but the resolution altering the salaries and salary schedules for positions other than City Councilmembers shall take effect without the concurrence of the City Council 60 calendar days after its adoption by the Salary Commission unless rejected, in whole or in part, by a three-quarters vote of the City Council's entire membership; and

WHEREAS, the Salary Commission has this day adopted Findings of Fact, which are attached hereto and incorporated herein; now, therefore,

BE IT RESOLVED by the 2025 Salary Commission of the City and County of Honolulu that the salaries of the Mayor and the Prosecuting Attorney; the salaries of the Managing Director, the Deputy Managing Director, Band Director, Department Heads, and Deputy Department Heads, except directors and deputy directors who are appointed in accordance with civil service laws; and the salary schedules for the deputies of the Corporation Counsel and Prosecuting Attorney, shall be increased by 4% from their salaries for FY 2024-2025, provided that the salaries for Deputy Department Heads may not exceed 95% of the salaries for their respective Department Heads as required by Section 46-24, Hawai'i Revised Statutes, as set forth below:

Position	**FY 2025-2026 Proposed Salaries**
Mayor	$226,080
Prosecuting Attorney	$214,272
Managing Director	$216,240
Deputy Managing Director	$205,032
Department Heads, except Prosecutor, Police, Fire, Medical Examiner, Corporation Counsel, and Band Director	$201,984
Police Chief	$249,576
Fire Chief	$241,656
Medical Examiner	$416,016
Deputy Department Heads, except Prosecutor's Office, Police, Fire, Medical Examiner	$191,640
First Deputy Prosecuting Attorney	$203,544
Deputy Police Chiefs	$237,096
Deputy Fire Chief	$229,560
Deputy Medical Examiner	$395,208
Band Director	$191,640
Corporation Counsel	$207,768
First Deputy Corporation Counsel	$197,376
Schedule of salaries of the deputies of the Corporation Counsel	$81,240 – $203,544
Schedule of salaries of the deputies of the Prosecuting Attorney	$81,240 – $203,544

IN WITNESS WHEREOF, the undersigned members of the 2025 Salary Commission have signed this resolution as of 23 April 2025, and transmitted it together with their findings of fact attached hereto to the Mayor and the City Council of the City and County of Honolulu this 23 day of April 2025.

SARAH E. GUAY, CHAIR

ELMER KA'AI, VICE-CHAIR

MARIE KUMABE

EMMIT KANE

'AULI'I DUDOIT

THE 2025 CITY AND COUNTY OF HONOLULU'S SALARY COMMISSION
FINDINGS OF FACT IN SUPPORT OF
RESOLUTION ESTABLISHING THE SALARIES FOR POSITIONS
OTHER THAN THE POSITION OF HONOLULU CITY COUNCILMEMBER

APRIL 23, 2025

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"), the City and County of Honolulu ("City") Salary Commission makes the following findings of fact in support of its adjustment to the salaries and salary schedules for elected and appointed officials of the City other than Honolulu City Councilmembers, to be effective July 1, 2025:

1. The Salary Commission has the authority to annually establish the salaries of elected City officials, including the Mayor and the Prosecuting Attorney; designated appointed officials, namely, the Managing Director, Deputy Managing Director, the Band Director, Department Heads, and Deputy Department Heads, except directors and deputy directors who are appointed in accordance with civil service laws. The Salary Commission also establishes the salary schedules for the Deputies of the Corporation Counsel and the Deputies of the Prosecuting Attorney. Collectively, these City officials are referred to herein as the "Covered Officials."

2. The Salary Commission is composed of volunteer commissioners who are mindful of rapidly fluctuating economic conditions as well as their obligation to set salaries consistent with the principles of adequate compensation for work performed, and preservation of a sensible relationship between the salaries that they set with the salaries of other City employees, as set forth in the Charter.

3. On February 21, 2025, the Salary Commission created a permitted interaction group ("PIG") pursuant to Section 92-2.5, Hawai'i Revised Statutes ("HRS"), to investigate and recommend salaries for the Covered Officials and members of the Honolulu City Council for fiscal year (FY) 2025-2026. The PIG presented its findings and recommendations to the full Salary Commission at its meeting held on March 18, 2025, recommending for discussion a range of salary increases for these officials.

4. The Salary Commission held a public hearing on the salaries and salary schedules for Covered Officials, and the PIG's findings and recommendations thereon, on April 9, 2025.

5. In accordance with the Charter and HRS Chapter 92, the Salary Commission's meetings held on January 23, 2025; February 21, 2025;

March 18, 2025; and April 9, 2025; were duly noticed and afforded opportunities for public comment.

6. To assist in its annual review of salaries, the Salary Commission solicited input from the City's Department of Human Resources and the general public. The Commission did not receive any testimony, written or oral, from the general public at any of its meetings.

7. The Salary Commission also considered all testimony, the cost-of-living index from the previous year, historical salary data, current salary ranges for excluded managers within the City, the schedule of raises for excluded managers over the past five years, challenges with recruitment for City positions, the duties and responsibilities of City positions, inversion challenges, and other data provided by the Department of Human Resources.

8. Historically, the salaries for the Covered Positions established by the Salary Commission have frequently been indexed to the increases given to City employees in collective Bargaining Unit 13 (professional and scientific employees) ("BU 13") and the over 200 City civil service managerial employees who are excluded from collective bargaining ("Excluded Managers"), but whose salaries are tied to the BU 13 salaries.

9. Due to ongoing negotiations, the FY 2025-2026 salary increase for BU 13 is unknown. The Salary Commission referenced past BU 13 salary increases in its consideration.

10. The Salary Commission also considered that the actual 2024 Consumer Price Index ("CPI") for Honolulu was 4.1%, but the forecast increase has fluctuated greatly due to economic uncertainty. Regardless, the Salary Commission generally believes that a minimum salary increase that adequately accounts for an estimated increase in overall inflation is appropriate.

11. The Salary Commission finds that a 4% increase in wages is an acceptable increase to address the effects of inflation and increasing CPI-U (Consumer Price Index for All Urban Consumers).

12. To keep pace with increases granted to BU 13 employees and to avoid scenarios where long-serving civil servants are paid more than their managers, the Salary Commission concludes that a 4% salary increase for all Covered Officials (except Deputy Department Heads, whose salary adjustment is set forth below), is consistent with the principles of adequate compensation for work performed and preservation of a sensible relationship with the salaries of other City employees, as the Salary Commission is directed to do by Section 3-122.4 of the City Charter.

13. The salaries for Deputy Department Heads shall increase 4% from FY 2024-2025, but only up to 95% of the salaries for their respective Department Heads, pursuant to Section 46-24, HRS.

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, 2025.

SARAH E. GUAY, CHAIR

ELMER KA'AI, VICE-CHAIR

'AULI'I DUDOIT

MARIE KUMABE

EMMIT KANE