

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

530 SOUTH KING STREET, ROOM 208 • HONOLULU, HAWAII 96813
PHONE: (808) 768-3900 • FAX: (808) 768-3179 • WEBSITE: honolulu.gov/budget

RICK BLANGIARDI
MAYOR
MEIA



ANDREW T. KAWANO
DIRECTOR
PO'O

CARRIE CASTLE
DEPUTY DIRECTOR
HOPE PO'O

March 2, 2026

The Honorable Val Okimoto, Chair
and Members
Committee on Budget
Honolulu City Council
530 South King Street, Room 202
Honolulu, Hawai'i 96813

Dear Chair Okimoto and Councilmembers:

SUBJECT: Report Detailing Incentive Payments

As required by the fiscal year 2026 Executive Operating Budget Ordinance 25-38, Section 16, this report is being submitted. The attached report details the incentive payments made to City employees by each City department.

If you have any questions, please call me at (808) 768-3901.

Sincerely,

A handwritten signature in black ink, appearing to read "A. T. Kawano".

Andrew T. Kawano
Director

Attachment

APPROVED:

A handwritten signature in black ink, appearing to read "Michael D. Formby".

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

DEPT. COM. 127(26)

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DEPARTMENT:		Design and Construction					
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION		
Administration	BD566	050025 - Civil Engineer VI	Shortage Differential Pay	\$ 14,664	Retention		
Administration	BD494	050020 - Civil Engineer V	Shortage Differential Pay	\$ 17,832	Retention		
Mechanical & Electrical	BD455	050258 - Electrical Engineer I	Shortage Differential Pay	\$ 2,976	Retention		
Mechanical & Electrical	BD454	050259 - Electrical Engineer II	Shortage Differential Pay	\$ 3,288	Retention		
Mechanical & Electrical	BD457	050270 - Electrical Engineer V	Shortage Differential Pay	\$ 7,656	Retention		
Mechanical & Electrical	BD172	050405 - Mechanical Engineer V	Shortage Differential Pay	\$ 12,384	Retention		
Mechanical & Electrical	BD456	050270 - Electrical Engineer V	Shortage Differential Pay	\$ 15,096	Retention		
Mechanical & Electrical	BD173	070370 - Bldg Const Insp	Shortage Differential Pay	\$ 16,752	Retention		
Mechanical & Electrical	BD195	050273 - Electrical Engineer VI	Shortage Differential Pay	\$ 16,800	Retention		
Facilities	BD228	050200 - Architect V	Shortage Differential Pay	\$ 720	Retention		
Facilities	BD211	050198 - Architect IV	Shortage Differential Pay	\$ 5,688	Retention		
Facilities	BD215	050730 - Supervising Project Manager	Shortage Differential Pay	\$ 5,688	Retention		
Facilities	BD213	050200 - Architect V	Shortage Differential Pay	\$ 8,280	Retention		
Facilities	BD259	050730 - Supervising Project Manager	Shortage Differential Pay	\$ 8,616	Retention		
Facilities	BD207	050020 - Civil Engineer V	Shortage Differential Pay	\$ 14,664	Retention		
Facilities	BD208	050020 - Civil Engineer V	Shortage Differential Pay	\$ 17,832	Retention		
Facilities	BD571	050015 - Civil Engineer IV	Shortage Differential Pay	\$ 4,704	Retention		
Facilities	BD227	050015 - Civil Engineer IV	Shortage Differential Pay	\$ 11,544	Retention		
Facilities	BD595	070370 - Bldg Const Insp	Shortage Differential Pay	\$ 13,032	Retention		
Facilities	BD264	050025 - Civil Engineer VI	Shortage Differential Pay	\$ 14,664	Retention		
Facilities	BD594	070369 - Asst Bldg Constr Insp	Shortage Differential Pay	\$ 15,840	Retention		
Facilities	BD596	070369 - Asst Bldg Constr Insp	Shortage Differential Pay	\$ 15,840	Retention		
Facilities	BD254	050020 - Civil Engineer V	Shortage Differential Pay	\$ 16,032	Retention		
Facilities	BD574	050020 - Civil Engineer V	Shortage Differential Pay	\$ 16,032	Retention		
Facilities	BD225	070370 - Bldg Const Insp	Shortage Differential Pay	\$ 18,600	Retention		
Facilities	BD358	070376 - Supvg Bldg Const Insp	Shortage Differential Pay	\$ 18,600	Retention		
Facilities	BD360	070370 - Bldg Const Insp	Shortage Differential Pay	\$ 18,600	Retention		

ORD 25-38 sect 16 report on Incentive Payment

Civil	BD453	050010 - Civil Engineer III	Shortage Differential Pay	\$	6,456	Retention
Civil	BD280	050010 - Civil Engineer III	Shortage Differential Pay	\$	9,240	Retention
Civil	BD255	050025 - Civil Engineer VI	Shortage Differential Pay	\$	3,888	Retention
Civil	BD257	050025 - Civil Engineer VI	Shortage Differential Pay	\$	3,888	Retention
Civil	BD263	050510 - Chf Structural Engineer	Shortage Differential Pay	\$	5,352	Retention
Civil	BD261	050505 - Structural Engineer V	Shortage Differential Pay	\$	7,128	Retention
Civil	BD246	050020 - Civil Engineer V	Shortage Differential Pay	\$	11,664	Retention
Civil	BD252	050020 - Civil Engineer V	Shortage Differential Pay	\$	14,712	Retention
Civil	BD291	070525 - Supvg Construction Insp	Shortage Differential Pay	\$	3,720	Retention
Civil	BD241	050025 - Civil Engineer VI	Shortage Differential Pay	\$	4,392	Retention
Civil	BD592	050010 - Civil Engineer III	Shortage Differential Pay	\$	5,280	Retention
Civil	BD590	070520 - Sr Construction Insp	Shortage Differential Pay	\$	5,592	Retention
Civil	BD563	050020 - Civil Engineer V	Shortage Differential Pay	\$	7,416	Retention
Civil	BD245	050020 - Civil Engineer V	Shortage Differential Pay	\$	7,656	Retention
Civil	BD300	070520 - Sr Construction Insp	Shortage Differential Pay	\$	13,032	Retention
Civil	BD209	050025 - Civil Engineer VI	Shortage Differential Pay	\$	14,256	Retention
Civil	BD250	050020 - Civil Engineer V	Shortage Differential Pay	\$	14,664	Retention
Civil	BD294	070520 - Sr Construction Insp	Shortage Differential Pay	\$	14,880	Retention
Civil	BD303	070520 - Sr Construction Insp	Shortage Differential Pay	\$	14,880	Retention
Civil	BD306	070525 - Supvg Construction Insp	Shortage Differential Pay	\$	14,880	Retention

ORD 25-38 sect 16 report on Incentive Payment

Civil	BD591	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 14,880	Retention
Civil	BD298	070510 - Asst Construction Insp	Shortage Differential Pay	\$ 15,840	Retention
Civil	BD292	070515 - Constr Insp	Shortage Differential Pay	\$ 15,888	Retention
Civil	BD296	070515 - Constr Insp	Shortage Differential Pay	\$ 15,888	Retention
Civil	BD569	050020 - Civil Engineer V	Shortage Differential Pay	\$ 16,032	Retention
Civil	BD290	070515 - Constr Insp	Shortage Differential Pay	\$ 18,600	Retention
Civil	BD293	070515 - Constr Insp	Shortage Differential Pay	\$ 18,600	Retention
Civil	BD297	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 18,600	Retention
Civil	BD302	070520 - Sr Construction Insp	Shortage Differential Pay	\$ 18,600	Retention
Civil	BD570	070515 - Constr Insp	Shortage Differential Pay	\$ 18,600	Retention
Civil	BD588	070515 - Constr Insp	Shortage Differential Pay	\$ 18,600	Retention
Civil	BD589	070515 - Constr Insp	Shortage Differential Pay	\$ 18,600	Retention
Land	BD390	050300 - Land Surveyor I	Shortage Differential Pay	\$ 384	Retention
Land	BD387	050310 - Land Surveyor III	Shortage Differential Pay	\$ 1,824	Retention
Land	BD392	050310 - Land Surveyor III	Shortage Differential Pay	\$ 2,904	Retention
Land	BD395	050320 - Land Surveyor V	Shortage Differential Pay	\$ 3,024	Retention
Land	BD393	050310 - Land Surveyor III	Shortage Differential Pay	\$ 3,120	Retention
Land	BD397	050325 - Land Survey Branch Chief	Shortage Differential Pay	\$ 3,816	Retention
Land	BD443	050640 - Drafting Technician I	Shortage Differential Pay	\$ 5,280	Retention
Land	BD389	050315 - Land Surveyor IV	Shortage Differential Pay	\$ 6,408	Retention
Land	BD386	050315 - Land Surveyor IV	Shortage Differential Pay	\$ 8,976	Retention
Land	BD396	050320 - Land Surveyor V	Shortage Differential Pay	\$ 14,928	Retention

DEPARTMENT:	INFORMATION TECHNOLOGY								
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION		AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION			
APPLICATIONS	IS114	Software Developer IV	NEW SHORTAGE DIFFERENTIAL		\$ 8,400.00	RETENTION			
APPLICATIONS	IS116	Software Developer IV	NEW SHORTAGE DIFFERENTIAL		\$ 9,600.00	RETENTION			
APPLICATIONS	IS131	Software Developer III	NEW SHORTAGE DIFFERENTIAL		\$ 9,600.00	RETENTION			
APPLICATIONS	IS165	Software Developer III	NEW SHORTAGE DIFFERENTIAL		\$ 9,600.00	RETENTION			
APPLICATIONS	IS168	Software Developer I	NEW SHORTAGE DIFFERENTIAL		\$ 7,392.00	RETENTION			
APPLICATIONS	IS171	Software Developer I	NEW SHORTAGE DIFFERENTIAL		\$ 7,392.00	RETENTION			
APPLICATIONS	IS177	Software Developer I	NEW SHORTAGE DIFFERENTIAL		\$ 5,208.00	RETENTION			
APPLICATIONS	IS189	Software Developer III	NEW SHORTAGE DIFFERENTIAL		\$ 10,800.00	RETENTION			
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 II	NEW SHORTAGE DIFFERENTIAL		\$ 9,600.00	RETENTION			
APPLICATIONS	IS211	Software Developer III	NEW SHORTAGE DIFFERENTIAL		\$ 3,600.00	RETENTION			
APPLICATIONS	IS214	Software Developer II	NEW SHORTAGE DIFFERENTIAL		\$ 12,000.00	RETENTION			
APPLICATIONS	IS215	Software Developer III	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			

ORD 25-38 sect 16 report on Incentive Payment

APPLICATIONS	IS254	Software Developer I	NEW SHORTAGE DIFFERENTIAL	\$ 7,392.00	RETENTION
APPLICATIONS	IS255	Software Developer I	NEW SHORTAGE DIFFERENTIAL	\$ 5,136.00	RETENTION
CNET	IS128	Data Processing Systems Analyst IV	NSD	\$ 444.00	RETENTION
ERP/CSR	IS216	Data Processing Systems Analyst III	NSD	\$ 348.00	RETENTION
ERP/CSR	IS267	Data Processing Systems Analyst IV	NSD	\$ 444.00	RETENTION
ERP/CSR	IS102	Computer Programmer I	Temporary Shortage Differential	\$1,020.00	RETENTION
TECH SUPPORT	IS121	Data Processing Systems Analyst IV	NSD	\$ 2,736.00	RETENTION

DEPARTMENT:	Planning and Permitting								
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION				
Land Use Permit	LU122	PLANNER IV	NSD (New Shortage Differential)	\$ 8,340.00	Retention				
Land Use Permit	LU131	PLANNER VII	RNSD (RECR INC SHORT)	\$ 6,000.00	Retention				
Land Use Permit	LU137	PLANNER VI	RNSD (RECR INC SHORT)	\$ 7,992.00	Retention				
Land Use Permit	LU139	PLANNER III	RNSD (RECR INC SHORT)	\$ 7,848.00	Retention				
Land Use Permit	LU140	PLANNER VI	RNSD (RECR INC SHORT)	\$ 7,992.00	Retention				
Land Use Permit	LU143	PLANNER IV	RNSD (RECR INC SHORT)	\$ 8,340.00	Retention				
Land Use Permit	LU145	PLANNER IV	RNSD (RECR INC SHORT)	\$ 8,340.00	Retention				
Land Use Permit	LU151	PLANNER VII	RNSD (RECR INC SHORT)	\$ 4,008.00	Retention				
Land Use Permit	LU152	PLANNER IV	RNSD (RECR INC SHORT)	\$ 8,340.00	Retention				
Planning	LU154	PLANNER IV	RNSD (RECR INC SHORT)	\$ 8,340.00	Retention				
Planning	LU155	PLANNER VI	RNSD (RECR INC SHORT)	\$ 6,000.00	Retention				
Land Use Permit	LU162	PLANNER III	RNSD (RECR INC SHORT)	\$ 7,848.00	Retention				
Customer Service	LU179	PLANNER VII	RNSD (RECR INC SHORT)	\$ 5,004.00	Retention				
Customer Service	LU182	PLANNER II	RNSD (RECR INC SHORT)	\$ 7,308.00	Retention				
Site Development	LU183	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 15,888.00	Retention				
Site Development	LU300	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 8,148.00	Retention				
Site Development	LU301	CIVIL ENGINEER V	NSD (New Shortage Differential)	\$ 10,872.00	Retention				
Site Development	LU302	CIVIL ENGINEER IV	NSD (New Shortage Differential)	\$ 10,260.00	Retention				
Site Development	LU303	CIVIL ENGINEER V	NSD (New Shortage Differential)	\$ 12,480.00	Retention				
Site Development	LU305	CIVIL ENGINEER V	NSD (New Shortage Differential)	\$ 7,356.00	Retention				
Site Development	LU306	CIVIL ENGINEER VI	NSD (New Shortage Differential)	\$ 17,832.00	Retention				
Site Development	LU308	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 5,952.00	Retention				
Site Development	LU310	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 2,184.00	Retention				
Site Development	LU311	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 6,612.00	Retention				
Site Development	LU312	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention				
Site Development	LU313	SENIOR CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 5,592.00	Retention				

Site Development	LU315	SUPVG CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 11,172.00	Retention
Site Development	LU318	TRAFFIC ENGINEER I	NSD (New Shortage Differential)	\$ 6,612.00	Retention
Site Development	LU319	TRAFFIC ENGINEER II	NSD (New Shortage Differential)	\$ 7,356.00	Retention
Site Development	LU321	CIVIL ENGINEER IV	NSD (New Shortage Differential)	\$ 14,076.00	Retention
Site Development	LU322	CIVIL ENGINEER IV	NSD (New Shortage Differential)	\$ 10,260.00	Retention
Site Development	LU324	CIVIL ENGINEER V	NSD (New Shortage Differential)	\$ 14,256.00	Retention
Site Development	LU332	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 15,888.00	Retention
Site Development	LU334	SENIOR CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Site Development	LU338	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Site Development	LU342	PLANNER IV	RINDS (RECR INC SHORT)	\$ 3,720.00	Retention
Site Development	LU350	SENIOR CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 16,752.00	Retention
Site Development	LU352	SENIOR CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 13,032.00	Retention
Site Development	LU353	CHIEF CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 11,172.00	Retention
Site Development	LU354	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 6,156.00	Retention
Site Development	LU355	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 15,888.00	Retention
Site Development	LU356	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 16,752.00	Retention
Site Development	LU357	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Site Development	LU358	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 15,888.00	Retention
Site Development	LU359	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Site Development	LU360	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 15,888.00	Retention
Site Development	LU363	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 15,888.00	Retention
Site Development	LU366	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Site Development	LU367	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 1,872.00	Retention
Site Development	LU368	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention

ORD 25-38 sect 16 report on Incentive Payment

Building	LU421	ELECTRICAL ENGINEER V	NSD (New Shortage Differential)	\$ 10,872.00	Retention
Building	LU423	MECHANICAL ENGINEER V	NSD (New Shortage Differential)	\$ 17,832.00	Retention
Building	LU425	MECHANICAL ENGINEER VI	NSD (New Shortage Differential)	\$ 4,200.00	Retention
Building	LU428	PLANS EXAMINING ENGINEER III	NSD (New Shortage Differential)	\$ 3,168.00	Retention
Building	LU429	PLANS EXAMINING ENGINEER III	NSD (New Shortage Differential)	\$ 3,168.00	Retention
Building	LU432	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 3,300.00	Retention
Building	LU434	PLANS EXAMINING ENGINEER III	NSD (New Shortage Differential)	\$ 5,256.00	Retention
Building	LU435	PLANS EXAMINING ENGINEER VI	NSD (New Shortage Differential)	\$ 11,748.00	Retention
CustomerService	LU529	PLANNER I	RNSD (RECR INC SHORT)	\$ 6,852.00	Retention
Planning	LU610	PLANNER IV	RNSD (RECR INC SHORT)	\$ 8,340.00	Retention
Planning	LU614	PLANNER V	RNSD (RECR INC SHORT)	\$ 7,992.00	Retention
Planning	LU615	PLANNER V	RNSD (RECR INC SHORT)	\$ 8,340.00	Retention
Planning	LU616	PLANNER II	RNSD (RECR INC SHORT)	\$ 6,852.00	Retention
Planning	LU618	PLANNER V	RNSD (RECR INC SHORT)	\$ 6,000.00	Retention
Land Use Permit	LU621	PLANNER V	RNSD (RECR INC SHORT)	\$ 4,008.00	Retention
Planning	LU625	PLANNER VII	RNSD (RECR INC SHORT)	\$ 6,000.00	Retention
Planning	LU626	PLANNER VII	RNSD (RECR INC SHORT)	\$ 6,000.00	Retention
Site Development	LU628	PLANNER IV	RNSD (RECR INC SHORT)	\$ 7,416.00	Retention
Site Development	LU629	PLANNER VII	RNSD (RECR INC SHORT)	\$ 3,012.00	Retention
Transit Oriented Development	LU638	PLANNER VII	RNSD (RECR INC SHORT)	\$ 5,004.00	Retention
Site Development	LU643	PLANNER IV	RNSD (RECR INC SHORT)	\$ 8,340.00	Retention
Site Development	LU644	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 5,952.00	Retention
Building	LU646	CIVIL ENGINEER VI	NSD (New Shortage Differential)	\$ 10,692.00	Retention
Building	LU647	CIVIL ENGINEER V	NSD (New Shortage Differential)	\$ 13,284.00	Retention
Building	LU648	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 6,156.00	Retention
Building	LU649	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 6,612.00	Retention
Building	LU650	CIVIL ENGINEER III	NSD (New Shortage Differential)	\$ 5,952.00	Retention
Building	LU651	SUPVG CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Building	LU652	SENIOR CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention

Building	LU653	SENIOR CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 9,312.00	Retention
Building	LU656	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Site Development	LU678	PLANNER III	RNSD (RECR INC SHORT)	\$ 7,848.00	Retention
Building	LU681	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Building	LU682	CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention
Building	LU683	SENIOR CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 14,892.00	Retention
Building	LU684	SENIOR CONSTRUCTION INSPECTOR	NSD (New Shortage Differential)	\$ 18,612.00	Retention

DEPARTMENT: TRANSPORTATION SERVICES								
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED (7/1/2025 - 1/31/2026)	SPECIFY FOR RECRUITMENT OR RETENTION			
ADMINISTRATION	TR533	MANAGEMENT ANALYST VI	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$2,373.00	RETENTION			
ADMINISTRATION	TR538	PLANNER VII	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$19,852.00	RETENTION			
TRANSPORTATION PERFORMANCE AND DEVELOPMENT	TR535	PLANNER VII	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$19,852.00	RETENTION			
TRANSPORTATION RAIL	TR526	PLANNER VII	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$22,820.00	RETENTION			
TRANSPORTATION RAIL	TR527	PLANNER VI	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$17,245.76	RETENTION			
TRANSPORTATION RAIL	TR531	PLANNER VII	OBJECT CODE 1123 - RECRUIT & RETENTION INCENTIVE	\$7,090.00	RETENTION			
TRANSPORTATION ENGINEERING	TR144	TRAFFIC ENGINEER II	OBJECT CODE 1101 - REGULAR PAY	\$6,783.00	RETENTION			
TRANSPORTATION ENGINEERING	TR313	CIVIL ENGINEER III	OBJECT CODE 1101 - REGULAR PAY	\$3,591.00	RETENTION			
TRANSPORTATION ENGINEERING	TR294	CIVIL ENGINEER V	OBJECT CODE 1101- REGULAR PAY	\$7,749.00	RETENTION			
TRANSPORTATION ENGINEERING	TR283	TRAFFIC ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$7,973.00	RETENTION			
TRANSPORTATION ENGINEERING	TR270	TRAFFIC ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$9,359.00	RETENTION			
TRANSPORTATION ENGINEERING	TR508	CIVIL ENGINEER V	OBJECT CODE 1101- REGULAR PAY	\$8,316.00	RETENTION			
TRANSPORTATION ENGINEERING	TR517	CIVIL ENGINEER VI	OBJECT CODE 1101- REGULAR PAY	\$4,158.00	RETENTION			
TRANSPORTATION ENGINEERING	TR545	CIVIL ENGINEER V	OBJECT CODE 1101- REGULAR PAY	\$6,342.00	RETENTION			
TRANSPORTATION TECHNOLOGY	TR195	ELECTRICAL ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$3,472.00	RETENTION			
TRANSPORTATION TECHNOLOGY	TR509	ELECTRICAL ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$1,377.50	RETENTION			

TRANSPORTATION TECHNOLOGY	TR106	ELECTRICAL ENGINEER V	OBJECT CODE 1101- REGULAR PAY	\$2,479.50	RETENTION
TRANSPORTATION MOBILITY	TR469	CIVIL ENGINEER III	OBJECT CODE 1101- REGULAR PAY	\$2,317.00	RETENTION
TRANSPORTATION MOBILITY	TR470	CIVIL ENGINEER VI	OBJECT CODE 1101- REGULAR PAY	\$8,561.00	RETENTION

DEPARTMENT: ENVIRONMENTAL SERVICES									
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION				
REF	WR829	CIVIL ENGINEER VI	HIRE ABOVE THE MINIMUM	\$10,672.00	RECRUITMENT				
REF	WW088	SUPVG CONSTRUCTION INSPECTOR	HIRE ABOVE THE MINIMUM	\$6,911.00	RECRUITMENT				
2042	WR242	CIVIL ENGINEER III	SHORTAGE	\$7,462.00	RETENTION				
			DIFFERENTIAL+REG						
2106	WS113	DESIGN & CONSTRUCTION BRANCH CHIEF	SHORTAGE	\$13,583.00	RETENTION				
			DIFFERENTIAL+REG						
2107	WS215	DESIGN & CONSTRUCTION BRANCH CHIEF	SHORTAGE	\$12,862.00	RETENTION				
			DIFFERENTIAL+REG						
2106	WS264	CIVIL ENGINEER II	SHORTAGE	\$6,291.00	RETENTION				
			DIFFERENTIAL+REG						
2106	WS408	CIVIL ENGINEER V	SHORTAGE	\$10,824.00	RETENTION				
			DIFFERENTIAL+REG						
2115	WS564	CIVIL ENGINEER II	SHORTAGE	\$6,467.00	RETENTION				
			DIFFERENTIAL+REG						
2115	WS687	DESIGN & CONSTRUCTION BRANCH CHIEF	SHORTAGE	\$12,371.00	RETENTION				
			DIFFERENTIAL+REG						
2115	WS698	SUPVG CONSTRUCTION INSPECTOR	SHORTAGE	\$7,981.00	RETENTION				
			DIFFERENTIAL+REG						
2115	WS732	CIVIL ENGINEER V	SHORTAGE	\$10,106.00	RETENTION				
			DIFFERENTIAL+REG						
2115	WS738	CIVIL ENGINEER II	SHORTAGE	\$6,467.00	RETENTION				
			DIFFERENTIAL+REG						
2115	WS748	CIVIL ENGINEER II	SHORTAGE	\$6,467.00	RETENTION				
			DIFFERENTIAL+REG						
2107	WS786	CIVIL ENGINEER IV	SHORTAGE	\$8,770.00	RETENTION				
			DIFFERENTIAL+REG						
2107	WS841	CIVIL ENGINEER III	SHORTAGE	\$6,991.00	RETENTION				
			DIFFERENTIAL+REG						
2106	WS842	CIVIL ENGINEER II	SHORTAGE	\$6,291.00	RETENTION				
			DIFFERENTIAL+REG						
2102	WS891	DESIGN & CONSTRUCTION BRANCH CHIEF	SHORTAGE	\$13,464.00	RETENTION				
			DIFFERENTIAL+REG						
2106	WS980	CIVIL ENGINEER III	SHORTAGE	\$7,861.00	RETENTION				
			DIFFERENTIAL+REG						
2161	WS989	CIVIL ENGINEER V	SHORTAGE	\$10,824.00	RETENTION				
			DIFFERENTIAL+REG						
2102	WS993	CIVIL ENGINEER V	SHORTAGE	\$10,705.00	RETENTION				
			DIFFERENTIAL+REG						
2121	WW005	CIVIL ENGINEER V	SHORTAGE	\$10,824.00	RETENTION				
			DIFFERENTIAL+REG						

2122	WW006	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL+REG	\$7,573.00	RETENTION
2123	WW007	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL+REG	\$6,991.00	RETENTION
2122	WW014	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL+REG	\$7,607.00	RETENTION
2122	WW015	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL+REG	\$10,985.00	RETENTION
2122	WW016	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL+REG	\$10,426.00	RETENTION
2121	WW022	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL+REG	\$9,921.00	RETENTION
2121	WW023	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL+REG	\$10,449.00	RETENTION
2122	WW028	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL+REG	\$8,427.00	RETENTION
2121	WW029	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL+REG	\$10,675.00	RETENTION
2121	WW030	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL+REG	\$10,675.00	RETENTION
2121	WW032	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL+REG	\$6,991.00	RETENTION
2122	WW033	CIVIL ENGINEER V	SHORTAGE DIFFERENTIAL+REG	\$10,174.00	RETENTION
2123	WW039	CIVIL ENGINEER VI	SHORTAGE DIFFERENTIAL+REG	\$11,804.00	RETENTION
2123	WW042	CIVIL ENGINEER VI	SHORTAGE DIFFERENTIAL+REG	\$11,427.00	RETENTION
2121	WW043	DESIGN & CONSTRUCTION BRANCH CHIEF	SHORTAGE DIFFERENTIAL+REG	\$13,285.00	RETENTION
2122	WW051	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL+REG	\$6,991.00	RETENTION
2123	WW052	CIVIL ENGINEER III	SHORTAGE DIFFERENTIAL+REG	\$6,964.00	RETENTION
2123	WW064	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$6,484.00	RETENTION
2123	WW065	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$6,484.00	RETENTION
2123	WW066	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$6,484.00	RETENTION
2123	WW067	SUPVG CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$8,673.00	RETENTION
2123	WW068	SUPVG CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$8,516.00	RETENTION
2123	WW069	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$7,244.00	RETENTION

2123	WW071	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$7,771.00	RETENTION
2123	WW072	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$7,106.00	RETENTION
2123	WW073	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$7,244.00	RETENTION
2123	WW074	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$6,257.00	RETENTION
2123	WW075	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$8,084.00	RETENTION
2123	WW076	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$8,084.00	RETENTION
2123	WW077	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$7,328.00	RETENTION
2123	WW084	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$6,398.00	RETENTION
2123	WW085	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$6,257.00	RETENTION
2123	WW086	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$6,484.00	RETENTION
2123	WW087	CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$6,484.00	RETENTION
2123	WW089	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$7,784.00	RETENTION
2123	WW091	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$7,164.00	RETENTION
2123	WW094	INDUSTRIAL CONSTRUCTION INSPECTOR	SHORTAGE DIFFERENTIAL+REG	\$7,328.00	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	RNSD (Recruitment Incentive Shortage)	\$11.54/hour	Both		
Health Services	HD751	Medical Assessment Specialist II	RNSD (Recruitment Incentive Shortage)	\$1,100/month	Both		
			Sick Leave Differential	\$2/hour	Both		
			EMS Differential 3-5 YOS	\$2/hour	Both		
			EMS Differential 6-9 YOS	\$4/hour	Both		
			EMS Differential 10-14 YOS	\$6/hour	Both		
			EMS Differential 15-19 YOS	\$8/hour	Both		
			EMS Differential 20-24 YOS	\$10/hour	Both		
			EMS Differential 25+ YOS	\$12/hour	Both		
EMS	Varies	EMT I, EMT II, EMT III, EMS Support Tech, MECS I, MECS III, EMSS on the 12-hour AWS Pilot Program					

DEPARTMENT:	Police	As of 2/15/2026 paycheck				
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION	
Support Services	PC128	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 6,127.00	Retention	
Support Services	PC337	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 4,904.50	Retention	
Support Services	PC340	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 5,563.50	Retention	
Support Services	PC346	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 6,076.00	Retention	
Support Services	PC348	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 5,722.00	Retention	
Support Services	PC370	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 4,559.50	Retention	
Support Services	PC371	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 5,256.00	Retention	
Support Services	PC382	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 275.00	Retention	
Support Services	PC388	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 5,601.50	Retention	
Support Services	PC391	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 26.73	Retention	
Support Services	PC392	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 6,215.50	Retention	
Support Services	PC393	911 Emergency Response Operator I	Object Code 1123 - Recruit & Retention Incentive	\$ 4,539.00	Retention	
Support Services	PC383	911 Emergency Response Operator II	Object Code 1123 - Recruit & Retention Incentive	\$ 3,615.50	Retention	
Support Services	PC384	911 Emergency Response Operator II	Object Code 1123 - Recruit & Retention Incentive	\$ 5,842.50	Retention	
Support Services	PC385	911 Emergency Response Operator II	Object Code 1123 - Recruit & Retention Incentive	\$ 5,395.00	Retention	
Support Services	PC386	911 Emergency Response Operator III	Object Code 1123 - Recruit & Retention Incentive	\$ 5,142.50	Retention	
Support Services	PC109	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 905.82	Retention	
Support Services	PC112	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 905.82	Retention	
Support Services	PC138	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 905.82	Retention	
Support Services	PC162	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,808.32	Retention	

Support Services	PC164	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,761.00	Retention
Support Services	PC165	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 905.82	Retention
Support Services	PC198	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 8,003.00	Retention
Support Services	PC208	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,608.00	Retention
Support Services	PC210	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 3,968.00	Retention
Support Services	PC214	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 6,845.00	Retention
Support Services	PC216	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,755.50	Retention
Support Services	PC220	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 8,338.00	Retention
Support Services	PC221	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,812.48	Retention
Support Services	PC254	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,613.00	Retention
Support Services	PC255	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 3,888.00	Retention
Support Services	PC260	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 3,968.00	Retention
Support Services	PC261	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 2,498.33	Retention
Support Services	PC373	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,381.00	Retention
Support Services	PC380	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 4,176.48	Retention
Support Services	PC450	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 8,587.50	Retention
Support Services	PC457	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 3,966.00	Retention
Support Services	PC459	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,528.00	Retention
Support Services	PC464	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,865.00	Retention
Support Services	PC484	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,015.50	Retention
Support Services	PC572	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,444.00	Retention
Support Services	PC583	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 7,402.06	Retention
Support Services	PC646	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 4,056.00	Retention

Support Services	PC653	Police Communications Officer I	Object Code 1123 - Recruit & Retention Incentive	\$ 3,908.68	Retention
Support Services	PC110	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,680.50	Retention
Support Services	PC111	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,000.00	Retention
Support Services	PC113	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,315.44	Retention
Support Services	PC139	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,567.50	Retention
Support Services	PC140	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ -	Retention
Support Services	PC141	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,906.00	Retention
Support Services	PC143	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,449.30	Retention
Support Services	PC145	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 11,291.00	Retention
Support Services	PC146	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,996.00	Retention
Support Services	PC147	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,886.00	Retention
Support Services	PC148	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,114.50	Retention
Support Services	PC161	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,072.50	Retention
Support Services	PC163	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 14,223.50	Retention
Support Services	PC200	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 10,868.25	Retention
Support Services	PC202	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,779.00	Retention
Support Services	PC203	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 11,921.00	Retention
Support Services	PC206	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,419.50	Retention
Support Services	PC207	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 11,346.40	Retention
Support Services	PC209	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,065.00	Retention
Support Services	PC211	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 15,475.50	Retention
Support Services	PC212	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,643.00	Retention
Support Services	PC213	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,239.50	Retention

Support Services	PC215	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,924.50	Retention
Support Services	PC218	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 14,801.50	Retention
Support Services	PC219	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,922.50	Retention
Support Services	PC251	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,846.00	Retention
Support Services	PC252	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,732.17	Retention
Support Services	PC253	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,764.00	Retention
Support Services	PC257	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,655.50	Retention
Support Services	PC258	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,349.50	Retention
Support Services	PC262	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,153.50	Retention
Support Services	PC263	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,911.00	Retention
Support Services	PC267	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 11,595.17	Retention
Support Services	PC268	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,916.29	Retention
Support Services	PC270	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,455.50	Retention
Support Services	PC374	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,576.50	Retention
Support Services	PC449	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,256.00	Retention
Support Services	PC451	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,501.00	Retention
Support Services	PC452	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,976.50	Retention
Support Services	PC455	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,490.50	Retention
Support Services	PC456	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 10,858.17	Retention
Support Services	PC460	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,421.00	Retention
Support Services	PC461	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 11,392.00	Retention
Support Services	PC466	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,401.00	Retention
Support Services	PC467	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,024.00	Retention

ORD 25-38 sect 16 report on Incentive Payment

Support Services	PC468	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,620.50	Retention
Support Services	PC491	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,621.00	Retention
Support Services	PC570	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,906.31	Retention
Support Services	PC571	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 11,597.00	Retention
Support Services	PC584	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 2,000.00	Retention
Support Services	PC585	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 14,870.00	Retention
Support Services	PC587	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 15,668.00	Retention
Support Services	PC589	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 15,370.50	Retention
Support Services	PC590	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 14,723.50	Retention
Support Services	PC591	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 4,000.00	Retention
Support Services	PC613	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 13,258.50	Retention
Support Services	PC616	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 16,252.50	Retention
Support Services	PC617	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,755.00	Retention
Support Services	PC620	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,027.00	Retention
Support Services	PC626	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,880.00	Retention
Support Services	PC627	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,199.00	Retention
Support Services	PC654	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,713.64	Retention
Support Services	PC656	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ 12,521.00	Retention
Support Services	PC657	Police Communications Officer II	Object Code 1123 - Recruit & Retention Incentive	\$ -	Retention
Support Services	PC154	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 12,813.50	Retention
Support Services	PC155	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 13,081.50	Retention
Support Services	PC157	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 13,013.50	Retention
Support Services	PC167	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 13,827.50	Retention

Support Services	PC364	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 14,134.50	Retention
Support Services	PC492	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 12,954.50	Retention
Support Services	PC493	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 12,929.50	Retention
Support Services	PC496	Police Communications Officer IV	Object Code 1123 - Recruit & Retention Incentive	\$ 12,542.50	Retention
Administrative Services	P9521	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9528	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9574	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9588	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9611	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9589	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9591	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9592	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9593	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9595	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9596	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9597	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9599	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9603	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9608	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9609	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 7,500.00	Recruitment
Administrative Services	P9561	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 5,000.00	Recruitment
Administrative Services	P9635	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 5,000.00	Recruitment
Administrative Services	P9649	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 5,000.00	Recruitment

ORD 25-38 sect 16 report on Incentive Payment

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ORD 25-38 sect 16 report on Incentive Payment

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ORD 25-38 sect 16 report on Incentive Payment

Administrative Services	P9815	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Administrative Services	P9828	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Administrative Services	P9816	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Administrative Services	P9817	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Administrative Services	P9818	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Administrative Services	P9821	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Administrative Services	P9822	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Administrative Services	P9823	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment
Administrative Services	P9825	Metropolitan Police Recruit	Object Code 1123 - Recruit & Retention Incentive	\$ 2,500.00	Recruitment

DEPARTMENT:	Medical Examiner							
DIVISION	POSITION NO.	POSITION TITLE	INCENTIVE PAYMENT DESCRIPTION	AMOUNT RECEIVED	SPECIFY FOR RECRUITMENT OR RETENTION			
Investigation of Deaths	ME129	Executive Assistant	Recruitment Retention Incentive (	\$ 10,000	Recruitment			
Investigation of Deaths	ME106	Supervising Medicological Investigator	Relocation Incentive (RI)	\$ 10,000	Recruitment			
Investigation of Deaths	ME125	Anatomic/Forensic Pathgst	Recruitment Retention Incentive	\$ 186,132	Recruitment			
Investigation of Deaths	ME125	Anatomic/Forensic Pathgst	Relocation Incentive	\$ 20,000	Recruitment			
Investigation of Deaths	ME114	Anatomic/Forensic Pathgst	Recruitment Retention Incentive	\$ 186,132	Recruitment			
Investigation of Deaths	ME120	Anatomic/Forensic Pathgst	Recruitment Retention Incentive	\$ 186,132	Recruitment			