

Robert Crowell
Chair

Members:
Trinette Kauai
Kenneth Rainforth
Jo Ann Shimamoto

Vice Chair

COUNTY OF KAUAI SALARY COMMISSION
NOTICE OF MEETING AND AGENDA

Wednesday, January 30, 2019

9:00 a.m. or shortly thereafter

Mo'ikeha Building, Meeting Room 2 A/B
4444 Rice Street, Līhu'e, HI 96766

CALL TO ORDER

BUSINESS

SC 2019-01 Election of new Chair and Vice Chair for calendar year 2019.

SC 2019-02 Communication dated December 11, 2017 from Councilmember Mason Chock to Chair Robert Crowell and Members of the Salary Commission requesting that future resolutions proposing to adjust the salaries for certain County employees be done in two parts, first by separating the Department Heads and Deputy positions from the salaries for Council Chair and Councilmembers. (Deferred on 1/9/2019)

SC 2019-03 Discussion and decision-making on submitting a Salary Resolution establishing the maximum cap for salaries for certain County officers and employees included in Section 3-2.1 of the Kauai County Code for the Fiscal Year 2018/2019.

ANNOUNCEMENT

Suggested meeting dates to be determined: 9:00 a.m. on Wednesday, February 13, 2019 and/or February 20, 2019

NOTICE OF EXECUTIVE SESSION

Pursuant to Hawai'i Revised Statutes §92-7 (a). The Commission may, when deemed necessary, hold an executive session on any agenda item without written public notice if the executive session was not anticipated in advance. Any such executive session shall be held pursuant to HRS §92-4 and shall be limited to those items described in HRS §92-5(a).

cc: Deputy County Attorney Peter Morimoto

ADJOURNMENT

PUBLIC COMMENTS and TESTIMONY

Persons wishing to offer comments are encouraged to submit written testimony at least 24-hours prior to the meeting indicating.

- 1) Your name and if applicable, your position/title and organization you are representing.
- 2) The agenda item that you are providing comments on; and
- 3) Whether you are testifying in person or submitting written comments only.
- 4) If you are unable to submit your testimony at least 24 hours prior to the meeting, please provide 10 copies of your written testimony at the meeting.

The length of time allocated to persons wishing to present verbal testimony may be limited at the discretion of the chairperson or presiding member.

Send written testimony to:

Salary Commission

Attn: Mercedes Omo

Office of Boards and Commissions

4444 Rice Street, Suite 150 Lihu'e, HI 96766

E-mail: mromo@kauai.gov

Phone: (808) 241-4920 Business Fax: (808) 241-5127

SPECIAL ASSISTANCE

If you need an alternate format or an auxiliary aid to participate, please contact Anela Segreti asegreti@kauai.gov or at (808) 241-4910 at least seven working days prior to the meeting.

COUNTY COUNCIL

Mel Rapozo, Chair
Ross Kagawa, Vice Chair
Arthur Brun
Mason K. Chock
Arryl Kaneshiro
Derek S.K. Kawakami
JoAnn A. Yukimura



OFFICE OF THE COUNTY CLERK

Jade K. Fountain-Tanigawa, County Clerk
Scott K. Sato, Deputy County Clerk

Telephone: (808) 241-4188
Facsimile: (808) 241-6349
E-mail: cokcouncil@kauai.gov

Council Services Division
4396 Rice Street, Suite 209
Lihu'e, Kaua'i, Hawai'i 96766

December 11, 2017

DEC 18 2017

Robert Crowell, Chairperson
and Members of the Salary Commission
4444 Rice Street, Suite 150
Lihu'e, Hawai'i 96766

Dear Chair Crowell and Members of the Salary Commission:

The Kaua'i County Council at its meeting on December 6, 2017 considered Salary Commission Resolution No. 2017-2, relating to the salaries of certain officers and employees of the County of Kaua'i, which was adopted by the Salary Commission at its November 9, 2017 meeting. The Kaua'i County Council voted unanimously to reject the Salary Commission's Resolution in its entirety.

I am requesting the Salary Commission's consideration that future resolutions proposing to adjust the salaries for certain County employees be done in two parts, first by separating the Department Head and Deputy positions from the salaries for Council Chair and Councilmembers. I believe that in the past, the process of having the positions combined has convoluted the Salary Commission's recommendation at the Council level as Councilmembers have not felt comfortable in voting for their own raises should the increase occur when they still occupy the council seat.

Thank you for your consideration and assistance in this matter. Should you have any questions please feel free to contact me at the Office of the County Clerk, Council Services Division at (808) 241-4188.

Sincerely,

MASON K. CHOCK
Councilmember, Kaua'i County Council

YS:lc
Attachment
cc: Office of Boards and Commissions

SALARY COMMISSION

COUNTY OF KAUA'I

Resolution No. 2017-2

RESOLUTION RELATING TO THE SALARIES OF CERTAIN OFFICERS AND EMPLOYEES OF THE COUNTY OF KAUA'I

WHEREAS, pursuant to Section 29.01 of the Kaua'i County Charter, the Salary Commission establishes the maximum salaries of all elected and appointed officers as defined in Section 23.01 D of the Charter,

BE IT RESOLVED by the Salary Commission of the County of Kaua'i, State of Hawai'i, that the maximum salaries of certain officers of the County of Kaua'i are established as follows:

Article I. Salaries of Certain Officers and Employees.

SECTION 1. Effective July 1, 2018, the maximum salaries shall be increased by two and a half percent (2.5%) of certain officers and employees and shall be as follows:

Position	Maximum Annual Salary
Mayor	\$135,300.00
Managing Director	\$125,602.48
County Engineer	\$122,340.93
Deputy County Engineer	\$117,446.55
Director of Finance	\$122,340.93
Deputy Director of Finance	\$117,446.55
County Attorney	\$122,340.93
First Deputy County Attorney	\$117,446.55
Deputy County Attorney	\$112,299.00
Prosecuting Attorney	\$122,340.93
First Deputy Prosecuting Attorney	\$117,446.55
Deputy Prosecuting Attorney	\$112,299.00
Director of Human Resources	\$117,446.55
Chief of Police	\$130,495.83
Deputy Chief of Police	\$117,446.55
Planning Director	\$122,340.93
Deputy Planning Director	\$112,299.00
Manager and Chief Engineer, Department of Water	\$122,340.93
Deputy Manager-Engineer,	\$117,446.55

Department of Water	
Fire Chief	\$130,495.83
Deputy Fire Chief	\$117,446.55
Director of Economic Development	\$112,299.00
Director of Liquor Control	\$112,299.00
Director of Parks & Recreation	\$122,340.93
Deputy Director of Parks & Recreation	\$117,446.55
Director of Housing	\$117,446.55
Boards and Commissions Administrator	\$112,299.00
County Clerk	\$122,340.93
Deputy County Clerk	\$117,446.55
County Auditor	\$122,340.93

SECTION 2. Maximum Salaries. Section 1 sets forth the maximum salaries payable to the listed officers and employees. However, the respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the figure established for the position in this Resolution. Elected officers may voluntarily accept a salary lower than the maximum salary established by this Resolution or may voluntarily forego accepting a salary.

Article II. Salaries of the County Councilmembers. Effective at twelve o'clock meridian on December 1, 2018, as required by Kaua'i County Charter Section 29.05, the annual salaries of the Kaua'i County Council shall be as follows:


Council Chair	\$72,808.83
Councilmembers	\$64,718.50

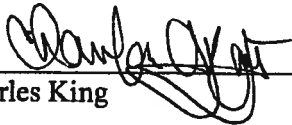
Article III. Severability. If any portion or portions of this Resolution are rejected by a vote of five (5) or more councilmembers, the other provisions of this resolution shall not be affected thereby. If the application of this Resolution or any of its provisions to any persons or circumstance is held invalid by a court of law, the application of this resolution and its provisions to other persons or circumstances shall not be affected thereby.

Article IV. Transmittal of Salary Resolution. The County Clerk shall transmit to the Salary Commission, Mayor, Finance Director, and Human Resources Director a final approved copy of the resolution and note any rejected portions thereto within thirty (30) days after the effective date of this resolution.


Adopted by the Salary Commission at its meeting on November 9, 2017:


Robert Crowell, Chair


Lenie Nishihira, Vice Chair


Charles King


Camilla Matsumoto


Daniel Aki


Jo Ann Shimamoto

Mercedes R. Omo

From: David Underwood <David.Underwood@co.maui.hi.us>
Sent: Monday, November 19, 2018 8:52 AM
To: William Brilhante; Carolee Kubo; Janine Rapozo
Subject: Re: Current Salary of Appointed Officers
Attachments: SC 1-4-2017 re Mayor, MD, Directors, Deputies.pdf

Here is our most recent directive from our salary commission. It doesn't have the Council Chair or Councilmembers on it, though. (Because they didn't get a raise last time.) The rates for those positions are:

Council Chair: \$82,225/yr.

Council member: \$76,475/yr.

FYI - raises for all except Mayor/Council Chair/Council members are on the agenda for our Salary Commission in December. Based on the discussions so far, I'd say they are inclined to grant a modest increase (akin to cost of living increase.) I'll keep you posted.

Dave

>>> Janine Rapozo <jrapozo@kauai.gov> 11/18/2018 8:36 PM >>>

Hi all,

I know that Dave recently asked for everyone's Mayor and Councilmembers' salaries. Sorry if this seems duplicative but can I get your County's current salaries for your department heads and deputies?

Thanks,
Janine

Executive Salary Hawaii County

POSITIONS	HAWAII
EFFECTIVE DATES: (EXCEPT AS NOTED)	3/1/18
GOVERNOR LT. GOVERNOR	
ADMIN DIRECTOR of the STATE	
MAYOR	\$162,582
M.D./ ADMIN. ASS'T./ DIR.	\$153,612
DEPUTY M.D.	\$132,744
PROS ATTY	\$153,228
1ST DEPUTY PA	\$145,968
DEPUTIES: PA, Corp Counsel	\$76,614-\$137,905
DEPT. HEADS	
DAGS, DBEDT, DCCA, DHHL, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	
BUDGET & FINANCE	\$132,726
ATTORNEY GENERAL/CORP COUNSEL	\$153,228
HUMAN RESOURCES	\$128,628
INFO TECH	\$126,420
POLICE	\$153,270
FIRE	\$151,200 ⁴
MEDICAL EXAMINER EMERGENCY SERVICES	
PLANNING	\$132,744
PUBLIC WORKS	\$132,582
DESIGN & CONSTRUCTION FACILITIES MAINTENANCE	
ENVIRONMENTAL SERVICES	\$132,744
LIQUOR	\$126,420
WATER	\$130,680 ⁶
CUSTOMER SERVICES ENTERPRISE SERVICES	
HOUSING	\$126,420
LAND MANAGEMENT	
PARKS	\$128,760
RESEARCH & DEV./ECONOMIC D	\$126,420
ROYAL HAWAIIAN BAND TRANSPORTATION	
DEPUTIES	
DAGS, DBEDT, DCCA, DHHL, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	
BUDGET & FINANCE	\$126,402
1ST DEPUTY AG/CORP COUNSEL	\$145,968
HUMAN RESOURCES	\$122,628
INFO TECH	
POLICE	\$145,968
FIRE	\$143,640 ⁴

Executive Salary Hawaii County

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EFFECTIVE DATES: (EXCEPT AS NOTED)	3/1/18
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ADMIN DIRECTOR of the STATE	
MAYOR	\$162,582
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DEPT. HEADS	
DAGS, DBEDT, DCCA, DHHL, DHS, DLIR, DLNR, DOA, DOH, DOT, PSD, TAX	
BUDGET & FINANCE	\$132,726
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POLICE	\$145,968
FIRE	\$143,640 ⁴

POSITIONS	HAWAII
EFFECTIVE DATES: (EXCEPT AS NOTED)	3/1/18
MEDICAL EXAMINER	
EMERGENCY SERVICES	
PLANNING	\$126,420
PUBLIC WORKS	\$126,264
DESIGN & CONSTRUCTION	
FACILITIES MAINTENANCE	
ENVIRONMENTAL	
MANAGEMENT	\$126,420
LIQUOR	
WATER	\$118,800 ⁶
CUSTOMER SERVICES	
ENTERPRISE SERVICES	
HOUSING	
LAND MANAGEMENT	
PARKS	\$122,628
RESEARCH & DEV/ ECONOMIC DEV.	\$113,778
TRANSPORTATION	
LEGISLATIVE BRANCH	
	3/1/2018
SPEAKERS/PRES	
MEMBERS HSE/SEN	
COUNCIL CHAIRPERSON	\$77,016
COUNCIL MEMBERS	\$70,008
COUNTY CLERK	\$126,420
DEPUTY COUNTY CLERK	\$113,778
COUNTY AUDITOR	\$126,420

Last Updated 09/13/18

POSITIONS	HAWAII
EFFECTIVE DATES: (EXCEPT AS NOTED)	3/1/18
MEDICAL EXAMINER	
EMERGENCY SERVICES	
PLANNING	\$126,420
PUBLIC WORKS	\$126,264
DESIGN & CONSTRUCTION	
FACILITIES MAINTENANCE	
ENVIRONMENTAL	
MANAGEMENT	\$126,420
LIQUOR	
WATER	\$118,800 ⁶
CUSTOMER SERVICES	
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COUNTY CLERK	\$126,420
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COUNTY AUDITOR	\$126,420

Last Updated 09/13/18

SALARIES OF ELECTED & APPOINTED OFFICIALS

Effective July 1, 2018

	Annual Salary	Monthly Salary
Mayor	180,120	15,010
Prosecuting Attorney	170,712	14,226
First Deputy Prosecuting Attorney	162,312	13,526
Council Chair	74,376	6,198
Council Member	66,576	5,548
Managing Director	172,296	14,358
Deputy Managing Director	163,344	13,612
Department Head, except:	160,920	13,410
Police	198,840	16,570
Fire	192,528	16,044
Royal Hawaiian Band	141,984	11,832
Medical Examiner	299,712	24,976
Deputy Department Head, except:	152,688	12,724
Police	189,648	15,804
Fire	183,600	15,300
Medical Examiner	239,808	19,984

Reference: Salary Commission Resolution dated April 24, 2018 submitted under Council Communication No. 145 (2018)

COMPARISON OF COUNTY OF KAUAI WITH OTHER COUNTY DEPARTMENTS									
Departments	County	10/2012 Salary	2014/15 Salary	As of July 1 2016	July 1 2017	Jan 1 2018	Proposed July 1 2018		
Mayor O									
	Kaua'i	\$ 114,490	\$ 114,490	\$ 132,000.00			\$ 135,300.00		
	Maui	\$ 114,030	\$ 135,696	\$ 151,979.00					
	Hawai'i	\$ 109,152	\$ 132,000						
	C&C Hnl	\$ 136,428	\$ 157,080	\$ 173,184.00					
Managing Director									
	Kaua'i	\$ 110,197	\$ 110,197	\$ 122,539.00			\$ 125,602.48		
C&C Honolulu has a Deputy Managing Director at \$142,440	Maui	\$ 109,900	\$ 126,385	\$ 141,551.00					
	Hawai'i	\$ 103,944	\$ 119,000						
	C&C Hnl	\$ 126,732	\$ 150,264	\$ 164,136.00					
Director of Finance	Kaua'i	\$ 107,335	\$ 107,335	\$ 119,357.00			\$ 122,340.93		
Director of Finance	Maui	\$ 101,800	\$ 117,070	\$ 131,118.00					
Director of Finance	Hawai'i	\$ 99,000	\$ 110,244	\$ 110,244.00		\$ 132,722.00			
Budget & Finance	C&C Hnl	\$ 118,344	\$ 136,920	\$ 154,728.00					
Customer Service	C&C Hnl	\$ 118,344							
Deputy Director of Finance	Kaua'i	\$ 98,748	\$ 98,748	\$ 114,582.00					
Deputy Director of Finance	Maui	\$ 105,363	\$ 105,363	\$ 118,006.00					
Deputy Director of Finance	Hawai'i	\$ 104,502	\$ 104,502	\$ 104,502.00		\$ 126,402.00			
Deputy Director of Finance	C&C Hnl	\$ 127,872	\$ 127,872	\$ 146,808.00					
County Attorney O	Kaua'i	\$ 107,335	\$ 107,335	\$ 119,357.00			\$ 122,340.93		
Corp. Counsel	Maui	\$ 110,486	\$ 127,059	\$ 142,306.00					
Corp. Counsel	Hawai'i	\$ 99,000	\$ 110,244	\$ 110,244.00		\$ 153,226.00			
Corp. Counsel	C&C Hnl	\$ 118,344	\$ 145,248	\$ 154,728.00					
First Deputy County Attorney O	Kaua'i	\$ 98,748	\$ 98,748	\$ 114,582.00			\$ 117,446.55		
First Deputy County Attorney	Maui		\$ 114,353	\$ 135,190.00					
First Deputy County Attorney	Hawai'i		\$ 107,904	\$ 104,502.00		\$ 145,968.00			
First Deputy County Attorney	C&C Hnl		\$ 127,872	\$ 146,808.00					
Prosecuting Attorney O	Kaua'i	\$ 114,848	\$ 114,848	\$ 119,357.00			\$ 122,340.93		

Derpartments	County	2010/12 Salary	2014/15 Salary	As of July 1 2016	July 1 2017	Jan 1 2018	Proposed July 1 2018
Prosecuting Attorney	Maui	\$ 110,486	\$ 127,059	\$ 142,306.00			
Prosecuting Attorney	Hawai'i	\$ 113,580	\$ 113,580	\$ 113,580.00		\$ 153,226.00	
Prosecuting Attorney	C&C Hnl	\$ 129,312	\$ 148,872	\$ 164,136.00			
First Deputy Prosecuting Attorney ○	Kaua'i	\$ 105,660	\$ 105,660	\$ 114,582.00			\$ 117,446.55
First Deputy Prosecuting Attorney	Maui		\$ 114,353	\$ 135,190.00			
First Deputy Prosecuting Attorney	Hawai'i		\$ 107,904	\$ 107,904.00		\$ 145,968.00	
First Deputy Prosecuting Attorney	C&C Hnl		\$ 141,552	\$ 156,072.00			
Deputy Prosecuting Attorney	Kaua'i	\$ 101,066	\$ 101,066	\$ 109,560.00			\$ 112,299.00
Deputy Prosecuting Attorney	Maui						
Deputy Prosecuting Attorney	Hawai'i						
Deputy Prosecuting Attorney	C&C Hnl						
Deputy County Attorneys (Max Range) ○	Kaua'i	\$ 101,066	\$ 101,066	\$ 109,560.00			\$ 112,299.00
Deputy County Attorneys (Max Range)	Maui						
Deputy County Attorneys (Max Range)	Hawai'i						
Deputy County Attorneys (Max Range)	C&C Hnl						
County Engineer - Public Works	Kaua'i	\$ 107,335	\$ 107,335	\$ 119,357.00			\$ 122,340.93
Director of Public Works	Maui	\$ 108,100	\$ 124,315	\$ 139,232.00			
Environmental Mgt.	Maui	\$ 108,110	\$ 124,315	\$ 139,232.00			
Director of Public Works	Hawai'i	\$ 99,000	\$ 110,244	\$ 110,244.00		\$ 132,577.00	
Environmental Mgt.	Hawai'i	\$ 99,000					
Design & Const.	C&C Hnl	\$ 118,334	\$ 140,352	\$ 154,728.00			
Facility Maint.	C&C Hnl	\$ 118,334		\$ 154,728.00			
Environmental Mgt.	C&C Hnl	\$ 118,334		\$ 154,728.00			
Deputy Engineer - Public Works	Kaua'i		\$ 98,795	\$ 114,582.00			\$ 117,446.55
Deputy Engineer - Public Works	Maui		\$ 108,293	\$ 125,310.00			
Deputy Engineer - Public Works	Hawai'i		\$ 99,000	\$ 104,502.00		\$ 126,264.00	
Deputy Engineer - Public Works	C&C Hnl		\$ 133,176	\$ 154,728.00			
Director of Parks & Recreation	Kaua'i	\$ 107,335	\$ 107,335		\$ 119,357.00		\$ 122,340.93

Departments	County	2010/12 Salary	2014/15 Salary	As of July 1 2016	July 1 2017	Jan 1 2018	Proposed July 1 2018
Director of Parks & Recreation	Maui	\$ 99,800	\$ 114,770	\$ 128,542.00			
Director of Parks & Recreation	Hawai'i	\$ 99,000	\$ 99,000	\$ 99,000.00		\$ 128,759.00	
Director of Parks & Recreation	C&C Hnl	\$ 118,344	\$ 136,920	\$ 154,728.00			
Enterprise Svc.	C&C Hnl	\$ 118,344		\$ 154,728.00			
Deputy Director of Parks & Recreation	Kaua'i		\$ 98,748		\$ 114,582.00		\$ 117,446.55
Deputy Director of Parks & Recreation	Maui		\$ 103,293	\$ 115,688.00			
Deputy Director of Parks & Recreation	Hawai'i		\$ 94,284	\$ 94,284.00		\$ 122,628.00	
Deputy Director of Parks & Recreation	C&C Hnl		\$ 133,176	\$ 146,808.00			
Planning Director	Kaua'i	\$ 107,335	\$ 107,335	\$ 119,357.00			\$ 122,340.93
Planning Director	Maui	\$ 101,500	\$ 116,725	\$ 130,732.00			
Planning Director	Hawai'i	\$ 99,000	\$ 99,000	\$ 99,000.00		\$ 117,482.00	
Planning & Permitting	C&C Hnl	\$ 118,344	\$ 136,920	\$ 154,728.00			
Deputy Planning Director	Kauai			\$ 109,560.00			\$ 112,299.00
Deputy Planning Director	Maui						
Deputy Planning Director	Hawai'i			\$ 94,284.00		\$ 111,888.00	
Deputy Planning Director	C&C Hnl						
Director of Human Resources	Kaua'i	\$ 103,041	\$ 103,041	\$ 114,582.00			\$ 117,446.55
Personnel Svc.	Maui	\$ 99,000	\$ 113,850	\$ 127,512.00			
HR Director	Hawai'i	\$ 99,000	\$ 99,000	\$ 99,497.00		\$ 111,497.00	
Human Resources	C&C Hnl	\$ 118,344	\$ 136,920	\$ 154,728.00			
Housing Director	Kaua'i	\$ 103,041	\$ 103,041		\$ 114,582.00		\$ 117,446.55
Housing Director	Maui	\$ 99,200	\$ 114,080	\$ 127,769.00			
Housing Director	Hawai'i	\$ 99,000	\$ 99,000				
Community Service	C&C Hnl	\$ 118,344	\$ 126,768	\$ 154,728.00			
Director of Economic Development	Kaua'i	\$ 103,041	\$ 103,041		\$ 109,560.00		\$ 112,299.00
Director of Economic Development	Maui		N/A				
Director of Economic Development	Hawai'i		\$ 99,000				
Director of Economic Development	C&C Hnl		N/A	\$ 154,728.00			

Derpartments	County	2010/12 Salary	2014/15 Salary	As of July 1 2016	July 1 2017	Jan 1 2018	Proposed July 1 2018
Director of Liquor Control	Kaua'i	\$ 103,041	\$ 103,041		\$ 109,560.00		\$ 112,299.00
Director of Liquor Control	Maui		\$ 118,243	\$ 132,432.00			
Director of Liquor Control	Hawai'i		\$ 99,000				
Director of Liquor Control ••	C&C Hnl		N/A				
Boards & Commissions Administrator	Kaua'i	\$ 96,000	\$ 96,000		\$ 109,560.00		\$ 112,299.00
Boards & Commissions Administrator	Maui		N/A				
Boards & Commissions Administrator	Hawai'i		N/A				
Boards & Commissions Administrator	C&C Hnl		N/A				
Chief Engineer, Water Dept.	Kaua'i		\$ 107,335	\$ 119,357.00			\$ 122,340.93
Chief Engineer, Water Dept.	Maui		\$ 121,325	\$ 135,884.00			
Chief Engineer, Water Dept.	Hawai'i		\$ 122,856				
Chief Engineer, Water Dept. ••••	C&C Hnl		\$ 160,000				
Deputy Engineer - Water Dept.	Kaua'i		\$ 98,745	\$ 114,582.00			\$ 117,446.55
Deputy Engineer - Water Dept.	Maui		\$ 108,293	\$ 121,288.00			
Deputy Engineer - Water Dept.	Hawai'i		\$ 99,000				
Deputy Engineer - Water Dept.	C&C Hnl		\$ 144,472				
Fire Chief ○	Kaua'i	\$ 107,335 *	\$ 114,490	\$ 127,313.00			\$ 130,495.83
Fire Chief	Maui	\$ 126,900	\$ 135,000	\$ 151,200.00			
Fire Chief	Hawai'i	\$ 99,000	\$ 130,818	\$ 130,818.00		\$ 151,200.00	
Fire Chief	C&C Hnl	\$ 136,236	\$ 167,904	\$ 185,112.00			
Emergency Service	C&C Hnl	\$ 118,344					
Deputy Fire Chief ○	Kaua'i		\$ 105,660	\$ 114,582.00			\$ 117,446.55
Deputy Fire Chief	Maui			\$ 143,640.00			
Deputy Fire Chief	Hawai'i			\$ 126,894.00		\$ 143,640.00	
Deputy Fire Chief	C&C Hnl		\$ 160,128	\$ 176,544.00			
Police Chief ○	Kaua'i	\$ 107,335 *	\$ 114,490	\$ 127,313.00			\$ 130,495.83
Police Chief	Maui	\$ 135,000	\$ 135,000	\$ 151,200.00			
Police Chief	Hawai'i	\$ 114,768	\$ 130,818	\$ 130,818.00		\$ 153,266.00	

Derpartments	County	2010/12 Salary	2014/15 Salary	As of July 1 2016	July 1 2017	Jan 1 2018	Proposed July 1 2018
Police Chief	C&C Hnl	\$ 136,236	\$ 173,424	\$ 191,184.00			
Deputy Police Chief ○	Kaua'i		\$ 105,660	\$ 114,582.00			\$ 117,446.55
Deputy Police Chief	Maui		\$ 128,250	\$ 143,640.00			
Deputy Police Chief	Hawai'i		\$ 126,894	\$ 126,894.00		\$ 145,968.00	
Deputy Police Chief	C&C Hnl		\$ 165,384	\$ 182,352.00			
County Clerk	Kaua'i		\$ 114,848		\$ 119,357.00		\$ 122,340.93
County Clerk ●●●	Maui		\$ 93,400				
County Clerk	Hawai'i		\$ 99,000				
County Clerk ●	C&C Hnl		N/D				
Deputy County Clerk	Kaua'i		\$ 98,748		\$ 114,582.00		\$ 117,446.55
Deputy County Clerk	Maui		N/D				
Deputy County Clerk	Hawai'i		\$ 94,284				
Deputy County Clerk	C&C Hnl		N/D				
County Auditor	Kaua'i		\$ 114,858		\$ 119,357.00		\$ 122,340.93
County Auditor	Maui		\$ 117,000				
County Auditor	Hawai'i		N/D				
County Auditor	C&C Hnl		N/D				
Council Chairperson ○ **	Kaua'i		\$ 63,000	\$ 63,879.00	\$ 71,033.00		\$ 72,808.83
Council Chairperson **	Maui		\$ 82,225				
Council Chairperson ***	Hawai'i		\$ 58,008				
Council Chairperson ***	C&C Hnl		\$ 64,872	\$ 71,520.00			
Councilmembers ○ **	Kaua'i		\$ 57,000	\$ 56,781.00	\$ 63,140.00		\$ 64,718.50
Councilmembers **	Maui		\$ 76,475				
Councilmembers ***	Hawai'i		\$ 52,008				
Councilmembers ***	C&C Hnl		\$ 58,056	\$ 64,008.00			

NOTES:

* Not reflective of current rate (Effective 7/1/12 \$114,848)

^ Total reflects transfer of Water Safety Office to Fire

(1) For the City - total number of Employee as of 12/31/11.

The number includes permanent, exempt, temporary & personal service contract employees.

(2) For the County of Maui, the number of position is reflected.

N/D - No Data

- Salary for the City Clerk is set by Council
- Honolulu Liquor Commission and Budget Director set salary
- Salary for Maui Clerk is set by Council via resolution
- Salary for Water Department Engineer is set by Water Board

○ Allowances separate from payroll

** Entire island votes for Candidate

*** Vote is only by District

CPI Increases
Source BLS.gov
cumulative

2010	2011	2012
1.7%	4.0%	2.0%
	5.76800%	7.8833600%