

Charter Amendment Proposal #20 (Draft #1)
Salary Commission/Salary Ranges

Name: Paul Oshiro

Email: [REDACTED]
[REDACTED]
[REDACTED]

Representing: Individual

1. Please provide a brief description of: the Proposed Charter amendment, the purpose of the proposed Charter amendment, the issue or problem to be addressed by the proposal, and how the proposal would address the issue or problem.

Authorize the establishment of salary ranges by the Salary Commission.

2. If applicable, list the Charter provision(s) affected by the proposal.

Section 3-122.

3. If the proposal is based on a provision or provisions in the charter or laws of another jurisdiction (e.g., another county, city, or municipality), name the jurisdiction and, if possible, attach a copy of each provision or law.

Not Applicable.

4. If the proposal is based on any written materials you have, please attach a copy of each with a citation to its source.

Not Applicable.

5. Attach the text of the proposed Charter amendment in Ramseyer format.

Section 3-122. Salary Commission --

1. There shall be an independent salary commission to establish the salaries of all elected officials, including the mayor, councilmembers, and prosecuting attorney, and the following appointed officials: managing director, deputy managing director, department head, deputy department head, and band director. The commission shall also establish schedules for salaries of deputies of the corporation counsel and prosecuting attorney. The commission shall consist of seven members, who shall serve for staggered terms of five years and until their successors have been appointed and qualified. The initial appointments shall commence no later than January 15, 1993, and shall be as follows:

- | | |
|--|-------------|
| (1) Two members, one appointed by the mayor and one appointed by the council | Two years |
| (2) Two members, one appointed | Three years |

- by the mayor and one appointed
by the council
- (3) Two members, one appointed by the mayor and one appointed by the council Four years
- (4) One member appointed by the mayor and confirmed by the council Five years

Each succeeding appointment shall be for a term ending five years from the date of the expiration of the term for which the predecessor had been appointed. The commission shall elect a chair from among its members and the commission shall act by a majority vote of its membership. Any vacancy shall be filled in the same manner as for an original appointment.

2. The commission shall convene annually no later than the first day of February, and shall, after public hearing, establish salaries and salary schedules no later than the first day of May subsequent thereto, said salaries and salary schedules to be effective prospectively from the first day of the fiscal year subsequent to their adoption by the commission; **provided that the commission may establish salary ranges for department heads or deputy department heads in positions with recruitment challenges that have been vacant for more than one year; provided further that the appointing official or entity shall specify the salary for a particular position within the applicable salary range.** The commission may meet at other times during the year pursuant to its own rules, but may alter salaries and salary schedules no more than once annually. Any action of the commission altering salaries shall be by resolution accompanied by findings of fact. Said resolution shall be forwarded to the mayor and the council but shall take effect without their concurrence sixty calendar days after its adoption unless rejected by a three-quarters vote of the council's entire membership. The council may reject either the entire resolution or any portion of it.

3. The 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.

4. The commission shall establish its rules of procedure and adopt rules and regulations pursuant to law.

5. The commission shall employ consultants and staff as is necessary to assist it in the performance of its duties.

6. The members of the salary commission shall serve without compensation but shall be reimbursed for expenses, including travel expense necessary for the performance of their duties.

All proposals must be submitted by October 31, 2015.

If for any reason you are having difficulty using our online submission process, you may submit your proposal by mail or email:

2015-2016 Charter Commission

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530 South King Street, Room 501
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